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ONTARIO MINISTRY OF LABOUR  
TORONTO

This report contains information on the collective bargaining settlements and negotiations in Ontario for the period January 1983 to January 1984. The report is published in the monthly Labour Relations Bulletin, which is available to the public on request. The report is published in the monthly Labour Relations Bulletin, which is available to the public on request. The report is published in the monthly Labour Relations Bulletin, which is available to the public on request.

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COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
JANUARY 1983



RESEARCH BRANCH  
ONTARIO MINISTRY OF LABOUR

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COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN CANADA  
1980-1981



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## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in January 1983 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in January 1983. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in February 1983.

The report was prepared by the Ontario Ministry of Labour.

February 28, 1983



## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	1
January 1983 Settlements	
Food and Beverage .....	4
Clothing .....	5
Furniture and Fixture .....	6
Paper and Allied .....	7
Printing, Publishing and Allied .....	10
Metal Fabricating .....	11
Transportation Equipment .....	13
Electrical Products .....	14
Forestry .....	15
Transportation .....	17
Retail Trade .....	18
Education and Related Services .....	20
Health and Welfare Services .....	28
Federal Administration .....	31
Local Administration .....	33
Construction .....	36
Negotiations in Progress during January 1983	
Covering 200 or More Employees .....	38
Collective Bargaining Agreements covering 200 or More Ontario Employees Expiring in February 1983 .....	47



## Highlights

Logging Settlements. In early January, Spruce Falls Power and Paper Company and the Lumber and Sawmill Workers' (LSWU) division of the Carpenters' Union signed a two-year renewal agreement which set the stage for the 1982 round of contract bargaining in the logging sector. The negotiations covered some 6,000 LSWU members at several companies, including almost 4,300 workers of seven leading pulp and paper firms at their woodland operations in Northwestern Ontario. The major sets of negotiations concerned the renewal of 10 separate agreements, with all but one expiring August 31, 1982.

The LSWU entered the talks seeking a settlement similar to that reached last May by paperworkers at Abitibi-Price Inc. who accepted a two-year contract calling for wage increases of 12 and 10 per cent in each of the successive years. At the same time, the union was strongly opposed to the management-proposed wage freeze lasting until 1984 that would have assisted the companies to continue operations despite poor economic conditions in the industry. Last fall the adverse market conditions, accompanied by a continuing decline in lumber sales, forced the companies to close their logging and related operations and lay off workers for varying periods of time. The shutdowns contributed to a two-month adjournment of the negotiations. In the meantime, the situation was additionally complicated by attempts on the part of the the Canadian Paperworkers' Union to displace the LSWU as a bargaining agent for loggers at a number of the companies. In most instances, however, the raiding efforts were defeated, with a decisive majority of bush workers choosing to remain with the union which has represented them for almost 40 years.

The Spruce Falls agreement covered 625 members of the LSWU Local 2995 at the firm's woods operations in the Kapuskasing area. The accord was concluded in mediation a day prior to the January 1 legal strike date and was approved two days later by an 80 per cent affirmative vote. The two-year contract, retroactive to September 1, 1982, provided increases in hourly rates of 11 per cent in the first year and 10 per cent in the second year, with the base rate increases fixed at \$1.22 and \$1.14 per hour, respectively. Piece workers, whose pay is determined by the amount and type of wood they cut, received raises of 9 and 8 per cent in each of the successive years. Class A tradesmen were granted an extra 20-cent adjustment to their hourly rates prior to application of the first-year general increase. Other negotiated changes called for higher shift premiums and protective clothing subsidies, as well as upgrading of the present health and welfare provisions governing life insurance, weekly indemnity, long term disability and dental coverages.

An almost identical monetary settlement was accepted three weeks later by 930 members of Local 2693 at the Pulp and Forest Products Division of Kimberly-Clark of Canada. It covered the company's woodland employees in an area extending from Terrace Bay to north of Nakina, including Geraldton and Longlac. The new settlement followed renewed mediation efforts which helped to resolve a number of contentious matters relating to fringe benefits and working conditions. In effect, additional contract gains included increased company contributions to medical-surgical-drug and hospital care plans, an expanded bereavement leave, as well as higher mileage and power saw rental allowances.

With the two contracts finalized, the union resumed negotiations with Abitibi-Price Inc. on renewal agreements covering its 850 members employed at the Iroquois Falls, Lakehead and White River Woods Divisions. A joint settlement was reached in conciliation in late January and ratifications at each of the locations were completed by February 2. Of the resultant three separate agreements, two provided wage-benefit improvements matching the Kimberly-Clark pact. The remaining contract, covering loggers at White River, called for the same general wage increase over two years, but phased in via four semi-annual stages. The parties also agreed to implement piecework for skidding and cutting operations at all Lakehead locations, replacing the individual voluntary arrangements agreed to under the previous agreement.

The employer's request to change the method of payment for skidding operations from day work to a piecework basis was one of the key issues in the concurrent contract disputes between Great Lakes Forest Products and 1,600 woodland workers at the company's Thunder Bay and Dryden operations. The eventual agreements were settled in mediation in late February. The new contracts followed closely the established pattern, but due to the existing difference in the expiry date of the Dryden agreement, that contract was retroactive to October 1, 1982 and will run through September 30, 1984. Both pacts contained provisions for cutters and skidders to be paid on a piece work basis effective May 1, 1983, with the tree length rates matching those set in the new Abitibi, Kimberly-Clark and Spruce Falls agreements.

Two remaining sets of talks in progress broke off earlier at the conciliation stage, with the parties waiting for the other companies to settle first. Scheduled to resume in early March are conciliation proceedings at the Nipigon Division of Domtar Forest Products and the Forestry Division of E.B. Eddy at Espanola. The outstanding major negotiations between the LSWU and American Can Canada, affecting 250 loggers at Marathon, were interrupted by the company's plans to phase out its pulp mill and woodland operations in that area. The facilities were to close down on July 31, 1983, if the mill cannot be sold prior to that date. In the meantime, negotiations for the sale of the operations to the U.S.-based James River Corporation and Buchanan Forest Products of Thunder Bay continued and were finalized at the end of February. The acquisition is still subject to approval by the government and corporate boards of directors.

Index to Settlements Reported, January 1983

Employer and Location	Union	Page
Adidas Textiles (Canada) Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	5
Atlantic Packaging Products Ltd., Scarborough	Printing and Graphic Communica- tions (AFL-CIO/CLC)	7
BC Brown Boveri Canada Inc., Mississauga	Cdn. Operating Engineers (CCU)	14
Brazee Transport Inc., province-wide	Teamsters (Ind.)	17
Consolidated-Bathurst Packaging Ltd., Hamilton St. Thomas, Toronto and Whitby, Ontario and Montreal East and St. Laurent, Quebec	Woodworkers (AFL-CIO/CLC)	9
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	20
East York, Etobicoke and York Borough Boards of Education	Ont. Secondary School Teachers' Fed. (Ind.)	20
The Globe and Mail (Circulation, Editorial and Maintenance - Delivery Depts.), Toronto	Newspaper Guild (AFL-CIO/CLC)	10
Government of Canada (Treasury Board)	Air Traffic Controllers (Ind.)	31
Government of Canada (Treasury Board)	Professional Institute (Ind.) (nursing group)	32
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (general services group, supervisory and non-supervisory empls.)	32
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	21
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	22
Hiway Market Ltd., Kitchener and Waterloo	Food and Commercial Workers (AFL-CIO/CLC)	18
Huron County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	22
Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Div.), Longlac	Carpenters (AFL-CIO)	15

Index to Settlements Reported, January 1983

Employer and Location	Union	Page
Knechtel Furniture Ltd., Hanover	Woodworkers (AFL-CIO/CLC)	6
Lear Siegler Industries Ltd. (General Seating Div.), Kitchener	Auto Workers (CLC)	11
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Assn.	22
Levi Strauss of Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	6
Lily Cups Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	9
McMaster University, Hamilton	Service Employees Intl. (AFL-CIO/CLC)	28
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	33
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (Unit A - clerical empls.; Unit B - garage empls.; Unit C - parking control officers, cadets and matrons)	33
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	34
National Auto Radiator Manufacturing Co. Ltd., Windsor	Auto Workers (CLC)	13
Niagara Falls City Corp.	CUPE (CLC)	35
Niagara Regional Municipality	CUPE (CLC)	35
The John Noble Home, Brantford	Service Employees Intl. (AFL-CIO/CLC) (part-time and full-time empls.)	29
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	23
North York City Board of Education	CUPE (CLC) (office, clerical and technical empls. and teacher aides)	24
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees (OPSEU) (NUPGE) (support staff empls.)	27
Ontario Master Insulators' Assn. Inc., (Construction Agreement)	Asbestos Workers (AFL-CIO/CFL)	36

Index to Settlements Reported, January 1983

Employer and Location	Union	Page
Ontario Master Insulators' Assn. Inc., (Maintenance Agreement)	Asbestos Workers (AFL-CIO/CFL)	36
Ottawa-Carleton Children's Aid Society	OPSEU (NUPGE) (CLC) (part-time and full-time empls.)	29
Prescott-Russell County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	24
Prescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	25
Ross Memorial Hospital, Lindsay	CUPE (CLC)	28
St. Mary's of the Lake Hospital, Kingston	Employees' Assn. (Ind.)	29
Simcoe County Board of Education	CUPE (CLC) (maintenance, services and plant operations empls.)	26
Sturgeon Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (AFL-CIO) (woods operations empls.)	16
Steinberg Inc. (Miracle Food Mart Div.), province-wide	Teamsters (Ind.) (Distribution Centre or satellite warehouse empls.)	19
Storval International Inc., Pembroke	United Steelworkers (AFL-CIO/CLC)	7
Stri-Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Cochrane Nursing Home Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	30
Stinson Bakeries, Toronto	Teamsters (Ind.) (production empls.)	4
Windsor City Board of Education	CUPE (CLC)	26
Warkworth Borough Board of Education	CUPE (CLC)	27
Windsor and W Foods Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	4

FOOD AND BEVERAGE

Z & W Foods Limited at Toronto - Local 1000A, Food and Commercial Workers

(AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1982 to November 30, 1984, covering 205 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Dec. 1/82</u>	<u>Dec. 1/83</u>
	General Increases	90¢	90¢
	Packer	\$9.11-\$9.66 (\$8.21-\$8.76)	\$10.01-\$10.56
	Skilled Mechanic	\$11.24-\$12.18 (\$10.34-\$11.28)	\$12.14-\$13.08

Previous rates reflect 30¢ COLA fold-in.

Probationary period is 60 days of accumulated service. Maximum rates are reached after two 3-month and one 6-month increases.

Cost of Living Allowance: 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100, above the base of 269.2 (221.3). Capped at 15¢ in each year. Adjusted quarterly. Folded into wage rates on the Monday closest to December 1, March 1, June 1 and August 1. (Basic formula is unchanged.)

Paid Vacation: 5 weeks (new) after 20 years' service.

Sick Leave: Effective January 16, 1983, 4 (3) non-cumulative days' leave paid at 75% of regular wages to a maximum of \$70 (\$50) per day.

Health and Welfare: Optical Plan (new) - Effective February 1, 1983, maximum benefit is \$60 every 2 years. Employer pays 100% of premium costs.

Weston Bakeries at Toronto - Local 647, Teamsters (Ind.) (production employees): A

24-month renewal agreement effective from January 1, 1983 to December 31, 1984, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
	General Increases	\$1	\$1
	Additional Adjustments	10¢ for Maintenance Mechanic A	10¢ for Maintenance Mechanic A
		Packer/Stocker classification added	
	Production Help	\$10.62 (\$9.62)	\$11.62

	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
Maintenance	\$12.66	\$13.76
Mechanic A	(\$11.56)	

Students and part-time employees, who are excluded from the agreement terms, are paid \$6.25 (\$5.80) per hour. Effective January 1, 1984, \$6.70. Effective January 1, 1983, employees required to operate machinery receive an extra 65¢ (60¢) per hour.

Lead Hand Premium: 35¢ (20¢) per hour above classification rate.

Paid Holidays: Employee's birthday is added for a total of 11 days.

Paid Vacation: 5 weeks after 18 (20) years' service. 6 weeks (new) at 12% after 28 years. Effective in 1984, 5 weeks after 17 years and 6 weeks after 25 years.

Bereavement Leave: 5 (3) days' paid leave to attend or make arrangements for the funeral of a mother, father, sister, brother, spouse, child, mother-in-law or father-in-law.

Health and Welfare: Weekly Indemnity - Benefit is 66 2/3% of earnings up to the UIC maximum, payable on a 1-4-39 basis (unchanged). Effective March 1, 1983, for those 3 days not paid, employer will reimburse the employee, after 7 days or more on sick benefit, payable at regular salary, twice per year only.

Optical Plan - Maximum benefit for eyeglasses is \$100 every 2 years per employee (unchanged) and eligible dependent (new).

Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective in 1984, the 1983 ODA fee schedule.

Part-time Employees: Employer contributions toward all benefits continue for full-time employees on lay-off who work a minimum of 12 days per month. Employee who works less than 12 days per month receives a premium of \$7 per day worked in lieu of benefits (new).

Safety Shoe Allowance: Upon proof of purchase, employer pays \$65 (\$60) for 1 pair per year plus \$65 (\$60) for a second pair if the first is damaged beyond repair in the performance of work.

Tool Allowance: Maximum \$250 (\$200) per year.

## CLOTHING

Adidas Textiles (Canada) Ltd. at Toronto - Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1983 to December 31, 1984, covering 224 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
	General Increases	45¢	40¢
	Sample wage rates are not available.		
Paid Holidays:	Boxing Day is added for a total of 10 (9) days.		
Bereavement Leave:	1 day's paid leave in the event of death of mother-in-law, father-in-law, brother-in-law, sister-in-law, or grandparents (new).		

Levi Strauss of Canada Inc. at Cornwall - Local 1136, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1983 to December 31, 1984, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Feb. 1/83</u>	<u>Feb. 1/84</u>
	Increases:		
	Incentive Workers	6 1/2%	5 1/2%
	Hourly-Rated Workers	42¢	35¢
	Production Operator Grade I	\$4.81 (\$4.52)	\$5.06
	Production Operator Grade VI	\$5.64 (\$5.30)	\$5.93
	Group A Cutter	\$6.52-\$8.17 (\$6.10-\$7.75)	\$6.87-\$8.52
	Probationary period is 60 days. Maximum rate for Cutter is reached after three 3-month increases.		

Prescription Safety Glasses: 1 pair of lenses every 2 years (new).

#### FURNITURE AND FIXTURE

Knechtel Furniture Limited at Hanover - Local 2-500, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1982 to June 30, 1984, covering 250 employees\*, settled at the bargaining stage. Duration of negotiations - 6 1/2 months.

\* Includes 225 employees currently on lay-off status.

Wages:	No increase in rates that were in effect at the conclusion of the previous agreement.		
	Grade 1 (includes General Labour Machine)	\$6.42-\$7.05	

Grade 11 (includes Maintenance Electric, with Certificate) \$7.88-\$8.09

Probationary period is 30 calendar days. Maximum rates for Grade 1 are reached after two 3-month and one 6-month increases and for Grades 2-11 after two 6-month increases or on merit.

Equity Share Participation Plan (new): Employer to deduct 50¢ per hour worked in a standard 40 hour week for the purchase of preferred shares in the company, effective for 2 years, based on the authority and approval of the shareholders.

Incentive Bonus Plan (new): To be implemented when finalized.

Paid Holidays: Effective in 1983, Boxing Day is added for a total of 12 days.

Health and Welfare: Life Insurance and OHIP - Benefits cease after 13 (52) weeks of lay-off.

Storwal International Inc. at Pembroke - Local 3257, United Steelworkers (AFL-CIO/CLC): A 12-month extension agreement effective from October 20, 1982 to October 19, 1983, covering 247 employees\*, settled with mediation assistance. Duration of negotiations - 4 months.

\* Includes 13 employees currently on lay-off status.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	3%
	Job Class 1 (General Labourer)	\$6.08 (\$5.90)
	Job Class 19 (includes Toolmaker)	\$7.93 (\$7.70)

Previous rates reflect 90¢ per hour increase on October 20, 1981, as a result of a wage re-opener.

Crown Witness: Employee is paid in the same way as an employee is paid for plant holidays and payments made by the Crown will be turned over to the employer.

#### PAPER AND ALLIED

Atlantic Packaging Products Limited at Scarborough - Local 466, Printing and Graphic Communications (AFL-CIO/CLC): A 36-month renewal agreement effective from February 10, 1983 to February 9, 1986, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	<u>Feb. 10/83</u>	<u>Feb. 10/84</u>	<u>Feb. 10/85</u>
	General Increases	10%	9%	7%

	<u>Feb. 10/83</u>	<u>Feb. 10/84</u>	<u>Feb. 10/85</u>
Take-off Help	\$8.78-\$9.79 (\$7.98-\$8.90)	\$9.57-\$10.67	\$10.24-\$11.42
Electrician Class 2	\$12.00-\$12.99 (\$10.91-\$11.81)	\$13.08-\$14.16	\$14.00-\$15.15

Probationary period is 60 days. Maximum rate for Take-Off Help is reached after 6 months and for Electrician Class 2 after 1 year.

Hours of Work:	40 (41) hours per week for Truck Drivers.
Transfer Pay:	Employee receives his own rate of pay for up to 12 (10) working days if transferred to a lower rated job due to a reduction in work on the work force.
Paid Vacation:	4 weeks after 9 (10) years' service.
Bereavement Leave:	5 (3) days' paid leave in the event of death of spouse or child.
Health and Welfare:	<u>Life Insurance</u> - \$6,000-\$17,000 (\$4,000-\$14,000), depending on length of service.  <u>Weekly Indemnity</u> - Maximum benefit increases to \$257 (\$189) per week, payable for a total of 52 (36) weeks.  <u>Long Term Disability</u> - Maximum benefit increases to \$800 (\$720) per month.  <u>Major Medical</u> - Deductible reduced to \$20 (\$25) single/\$30 (\$35) family.  <u>Dental Plan</u> - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective February 10, 1984, the 1983 ODA fee schedule. Effective February 10, 1985, the 1984 ODA fee schedule.
Pension Plan:	Employer contributes 15¢ (12¢) per hour worked. Effective February 10, 1984, 17¢. Effective February 10, 1985, 19¢.
Clothing Allowance:	Employer pays 100% of the cost of parkas for garage mechanics.
Meal Allowance:	\$4.50 (\$4.00) after 2 hours of unscheduled overtime. Effective February 10, 1984, \$5.00. Effective February 10, 1985, \$5.25.
Safety Shoe Allowance:	Employer contributes \$22.50 (\$20) per year for all qualifying employees with 90 working days' service. Effective February 10, 1984, \$25. Effective February 10, 1985, \$27.50.
Tool Allowance:	\$105 (\$100) per year for skilled class maintenance mechanics and \$63 (\$60) per year for adjusters, including Bag Machine Mechanics (new), after 1 year's service. Effective February 10, 1984, \$110 and \$66, respectively. Effective February 10, 1985, \$112.50 and \$68, respectively.

Consolidated-Bathurst Packaging Limited at Hamilton, St. Thomas, Toronto and Whitby, Ontario and Montreal East and St. Laurent, Quebec - Various Locals, Woodworkers (AFL-CIO/CLC): Four 36-month renewal agreements effective from January 1, 1983 to December 31, 1985, covering 605 Ontario employees, settled with mediation assistance. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>	<u>Jan. 1/85</u>
	General Increases	10%	9%	7%
	Additional Adjustments	Unipak Checker-Packer and Unipak Feeder classifications added at Whitby		
	General Labour	\$10.47 (\$9.52)	\$11.41	\$12.21
	Electrician	\$12.27 (\$11.15)	\$13.37	\$14.30
Cost of Living Provision:	Suspended, as previously.			
Shift Premium:	Effective January 13, 1983, 0-25¢-35¢ (0-25¢-30¢). Effective January 1, 1984, 0-30¢-40¢.			
Bereavement Leave:	5 consecutive scheduled working days (previously consecutive days) paid leave in the event of death of spouse, child and common-law spouse and 3 consecutive scheduled working days (previously consecutive days) for all other immediate relatives, as specified.			
Health and Welfare:	Weekly Indemnity - Effective January 1, 1984, maximum benefit increases to \$255 (\$245) per week. Effective January 1, 1985, \$270 per week.			
	Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective January 1, 1984, the 1983 ODA fee schedule. Effective January 1, 1985, the 1984 ODA fee schedule.			
Meal Allowance:	Effective January 13, 1983, \$3.50 (\$3.00). Effective January 1, 1984, \$4.00. Effective January 1, 1985, \$4.50.			
Prescription Safety Glasses:	Employer contributes \$60 every 2 years for all employees (previously \$30 for certain classifications).			

Lily Cups Inc. at Toronto - Local 466, Printing and Graphic Communications (AFL-CIO/CLC): A 12-month renewal agreement effective from December 1, 1982 to November 30, 1983, covering 450 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Dec. 1/82</u>	<u>July 1/83</u>
	General Increases	7%	1%

	<u>Dec. 1/82</u>	<u>July 1/83</u>
Packer	\$6.33-\$6.93 (\$5.92-\$6.48)	\$6.39-\$7.00
Electrician "A"	\$12.01 (\$11.22)	\$12.13

Probationary period is 60 calendar days. Maximum rate for Packer is reached after one 2-month and two 3-month increases.

Paid Holidays:	1 floating holiday is added for a total of 12 days.
Paid Vacation:	3 weeks after 5 (7) years' service.
Bereavement Leave:	4 (3) days' paid leave to attend funeral of spouse or child.
Health and Welfare:	<u>Weekly Indemnity</u> - Benefit is 66 2/3% of weekly pay with no maximum (previously maximum \$175 per week).
Pension Plan:	<u>Basic Benefit</u> - \$5 (\$4) per month per year of service.
Safety Shoe Allowance (new):	Employer contributes \$15 per year towards approved safety shoes.

#### PRINTING, PUBLISHING AND ALLIED

The Globe and Mail (Circulation, Editorial and Maintenance - Delivery Departments) at Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC): Three 24-month renewal agreements effective from July 1, 1982 to June 30, 1984, covering 406 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/82</u>	<u>June 27/83</u>
	Increases	9% to a maximum of \$47.09 per week	9% to a maximum of \$51.33 per week
	Additional Adjustments	\$5.00 per week for Jr. Clerk Group C and Loader	
	<u>Minimum Weekly Rates</u>		
	<u>Circulation</u>		
	Group D (Office Messenger)	\$198.50-\$233.66 (\$182.11-\$214.37)	\$216.36-\$254.69
	Group A (Intermediate Clerk)	\$255.68-\$326.96 (\$234.57-\$299.96)	\$278.69-\$356.38
	<u>Editorial</u>		
	Group 1 (Copy Messenger)	\$199.43-\$229.19 (\$182.96-\$210.27)	\$217.37-\$249.82

	<u>July 1/82</u>	<u>June 27/83</u>
Group DD (Includes Reporter)	\$347.68-\$570.33 (\$318.97-\$523.24)	\$378.97-\$621.66
Group A (Includes Editorial Writer)	\$605.33 (\$558.24)	\$656.66
<u>Maintenance-Delivery</u>		
Loader	\$296.09 (\$266.64)	\$322.74
Electrician	\$552.89 (\$507.24)	\$602.65

Probationary period is 3 months of employment. Maximum rates for Office Messenger and Copy Messenger are reached after 1 year, for Intermediate Clerk after 3 years and Reporter after 5 years.

Overtime Pay: Employee required to work both Saturday and Sunday in the same work week shall be paid double (time and one-half) for one of those days.

T.V. Listing Premium: \$12 (\$7) per week above Group GG minimum for an Editorial Clerk.

Agate Clerks Premium (new): \$5 per week for Clerks.

Paid Vacation: 6 weeks (new) after 25 years' service.

Health and Welfare: Life Insurance - Employer pays 100% of premium costs for the first \$6,000 (\$3,000) coverage and 50% (75%) of additional optional coverage.

Dental Plan - Coverage is based on the 1980 (1979) Ontario Dental Association fee schedule.

Clothing Allowance: Employer pays for coveralls as required (new) for Maintenance and Delivery employees.

Mileage Allowance: Paid at a rate established quarterly by the employer. (Previously, 23¢ per mile for the first 300 miles and 12.5¢ per mile thereafter.)

Safety Shoe Allowance: \$35 (\$25) per year for Maintenance and Delivery employees.

Camera Rental: \$200 (\$120) per quarter for photographers and \$115 (\$85) for Reporter-Photographers.

Severance Pay: 1 week's pay for every 5 (6) months' continuous service to a maximum of 52 weeks' pay. 3 (8) weeks' notice depending on length of service in the case of an economy dismissal.

# METAL FABRICATING

Lear Siegler Industries Limited (General Seating Division) at Kitchener - Local 1524,  
Auto Workers (CLC): A 24-month renewal agreement effective from  
January 1, 1983 to December 31, 1984, covering 625 employees\*,

settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

\* Includes 75 employees currently on lay-off status.

Wages:	Effective	Jan. 1/83	Jan. 1/84
	General Increases	21¢**	15¢**
	Inequity Adjustments	5¢-20¢	
	Additional Adjustments		15¢ for Set-up Man
	<u>Non-Incentive Rates</u>		
	Labourer	\$10.45 (\$10.24)	\$10.60
	Set-up Man	\$11.12 (\$10.91)	\$11.42
	Electrician or Tool & Die Maker	\$13.07 (\$12.76)	\$13.22

\*\* Paid as an add-on for Incentive employees.

Cost of Living Allowance: 64¢ COLA generated under the previous agreement continues to float.

Quarterly comparisons of 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, beginning with the December 1982 index over the September 1982 base index month. First quarterly adjustment is made in the pay period following release of the December 1982 index. Paid as an add-on. (Basic formula is unchanged. Previously, 1¢ per quarter was diverted to offset benefit costs.)

Last adjustment period compares the September 1984 and June 1984 indexes, using 1¢ per 0.26 point increase in the CPI - 1971=100, payable as an add-on.

Bereavement Leave: 3 (1) days' paid leave in the event of death of daughter-in-law and son-in-law.

Health and Welfare: Life Insurance - \$16,000 (\$15,000) coverage. Effective January 1, 1984, \$17,000.

Life Insurance for Retirees - \$3,500 (\$3,000) coverage.

Major Medical - \$500 (\$300) every 36 months for hearing aids.

Long Term Disability - \$700 (\$675) per month less income tax or any other offsetting benefits. Effective January 1, 1984, \$725, less deductions.

Weekly Indemnity - Benefit increases to \$240 (\$215) per week. Effective January 1, 1984, \$250.

Vision Care - Maximum claim for eyeglasses is \$80 (\$60) every 2 years. Effective January 1, 1984, \$100.

Dental Plan - Employer pays 100% for additional coverage for removable dentures (new). Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$13.50 (\$13.00) per month per year of service. Effective January 1, 1984, \$14.50.

Transition and Bridge Survivors Income Benefit - \$275 (\$250) per month for eligible survivors and \$320 (\$285) per month with dependants.

Supplemental Unemployment Benefit Plan: Employer contributes 13¢ (10¢) per hour worked. Effective January 1, 1984, 15¢ per hour worked.

## TRANSPORTATION EQUIPMENT

National Auto Radiator Manufacturing Company Limited at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from April 1, 1983 to April 1, 1986, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	Apr. 1/83	Apr. 1/84	Apr. 1/85
General Increases		10¢	10¢	15¢
Group 3 (includes Labour-General Help)		\$11.81 (\$11.71)	\$11.91	\$12.06
Group 1 (includes Auto Mechanic)		\$13.22 (\$13.12)	\$13.32	\$13.47

Previous rates reflect \$2.19 COLA fold-in on January 10, 1983.

Starting Rates - 85% of base wage for the first 26 weeks plus 5% for each 13-week period thereafter, up to 100% after 52 weeks. (Previously, 45¢ less than classification, with three 15¢ increases after each 20 days of work.)

Cost of Living Allowance: 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, above the base of 263.4 (197.7). To be adjusted quarterly and paid weekly beginning in January, 1983. (Basic formula is unchanged.)

Paid Vacation: 4 (3 1/2) weeks at 8% (7%) after 10 years' service or 160 (140) hours.

Health and Welfare: Life Insurance - \$15,000 (\$14,000) coverage. Effective April 1, 1984, \$16,000. Effective April 1, 1985, \$17,000.

A.D. & D. - \$7,500 (\$7,000) coverage. Effective April 1, 1984, \$8,000. Effective April 1, 1985, \$8,500.

Weekly Indemnity - Benefits increase to \$200 (\$180) per week. Effective April 1, 1984, \$210. Effective April 1, 1985, \$220. Payable on a 1-1-4-52 (1-4-52) basis.

Semi-Private Hospitalization (new) - Employer pays 100% of premium costs for current and future retirees, spouses and retirees' surviving spouse.

Pension Plan: Basic Benefit - \$12 (\$11) per month per year of service.  
Effective April 1, 1984, \$13.

Supplementary Benefit - \$11 (\$10) per month per year of service up to a maximum of 25 years. Effective April 1, 1984, \$12.

Early Retirement - Effective January 1, 1985, unreduced benefits at age 60 (62) with 30 years' service.

Safety Shoe Allowance: Employer contributes \$35 (\$30) per year for employee with 1 year's seniority. Effective April 1, 1984, \$40.

#### ELECTRICAL PRODUCTS

BBC Brown Boveri Canada Inc., formerly I.T.E. Industries Limited, at Mississauga - Local 101, Canadian Operating Engineers (CCU): A 25-month renewal agreement effective from December 1, 1982 to January 1, 1985, covering 260 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 10/83	Dec. 1/83
	COLA Fold-in	20¢	
	General Increases	6%	5%
	Group 1.2 (Sub Assembler C)	\$7.82-\$8.50 (\$7.18-\$7.82)	\$8.21-\$8.93
	Group 10 (Tool and Die Maker)	\$12.46-\$13.48 (\$11.55-\$12.52)	\$13.08-\$14.15

Probationary period is 360 working hours. Maximum rates for Sub Assembler C are reached after three 3-month increases and for Tool and Die Maker after four 3-month increases.

Lump Sum Payment: \$100 for all employees, payable on January 21, 1983.

Cost of Living Allowance: Effective September 30, 1983, 1¢ per 0.3 increase in the Consumer Price Index - 1971=100. Adjusted and paid quarterly. Capped at 20¢. (Basic formula is unchanged).

Bereavement Leave: 2 (1) day's paid leave granted upon death of sister-in-law or brother-in-law, grandparent or grandchild.

Safety Shoe Allowance: \$60 (\$40) per year.

Prescription Safety Glasses: \$70 (\$50) per year.

# FORESTRY

Kimberly-Clark of Canada Limited (Pulp and Forest Products Division) at Longlac - Local 2693, Carpenters (AFL-CIO): A 24-month renewal agreement effective from September 1, 1982 to August 31, 1984, covering 930 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Increases:			
Hourly-Rated		11%, except \$1.22 on base rate	10%, except \$1.14 on base rate
Pieceworker* (except Poplar Tree Length Cutter)		9% 3%	8% 3%
Skilled Trades Adjustment		20¢ prior to increase for Class "A" Tradesman and up, including Carpenter	
Siviculture (Tree Planting)		1¢ per tree for Pieceworkers	1¢ per tree for Pieceworkers
General Labourer (hourly-rated)		\$12.17 (\$10.96)	\$13.32
Class "A" Trades		\$15.08 (\$13.39)	\$16.59

\* The increase on piecework rates will also apply to cutting bonus, poor bush bonus, and walking and riding time paid on a per cord basis.

Shift Premium: 0-37¢-45¢ (0-32¢-35¢).

Bereavement Leave: 5 (3) days' paid leave in the event of death of spouse or child.

Health and Welfare: Medical, Surgical, Drug and Hospital Care Plan - Effective February 1, 1983, employer contributes \$32.08 (\$23.13) per month for single employee and \$65.99 (\$47.27) per month for married employee.

Life Insurance - Effective February 1, 1983, \$30,000 (\$25,000) coverage.

Weekly Indemnity - Effective February 1, 1983, maximum benefit increases to \$300 (\$275) per week. Effective September 1, 1983, \$315.

Dental Plan - Effective February 1, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective September 1, 1983, the 1982 ODA fee schedule.

Mileage Allowance: Effective February 1, 1983, 19¢ (17¢) per kilometer.

Protective Clothing Subsidy: Employer will sell to employee, safety pants at \$7 (\$6) and safety boots at \$10 (\$8) below invoice price.

Power Saw Rentals: Effective February 1, 1983, employer pays \$9.50 (\$8.50) per day as rental fee to employee with own power saw when felling and limbing and \$10.50 (\$9.50) per day when bucking at a landing on a skidding operation.

Spruce Falls Power and Paper Company Limited at Kapuskasing - Local 2995, Carpenters (AFL-CIO) (woods operations employees): A 24-month renewal agreement effective from September 1, 1982 to August 31, 1984, covering 625 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/82	Sept. 1/83
Increases:			
Hourly-Rated		11%, except \$1.22 on base rate	10%, except \$1.14 on base rate
Pieceworker*		9%	8%
Skilled Trades Adjustment		20¢ prior to increase for Class "A" Tradesman and up	
Labourer, General (Hourly Rated)		\$12.18 (\$10.96)	\$13.32
Electrician Class A		\$15.08 (\$13.39)	\$16.59

\*The increase on piecework rates will also apply to cutting bonus and poor bush bonus, paid on a per cubic metre basis.

Shift Premium: 0-37¢-45¢ (0-32¢-35¢).

Health and Welfare: Medical, Surgical, Drug and Hospital Care Plan - Effective February 1, 1983, employer contributes \$32.08 (\$23.13) per month for single employee and \$65.99 (\$47.27) per month for married employee.

Life Insurance - Effective February 1, 1983, \$30,000 (\$25,000) coverage.

Weekly Indemnity - Effective February 1, 1983, maximum benefit increases to \$300 (\$275) per week. Effective September 1, 1983, \$315.

Long Term Disability - Effective February 1, 1983, maximum benefit increases to \$1,400 (\$1,300) per month.

Dental Plan - Effective February 1, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective September 1, 1983, the 1982 ODA fee schedule.

Protective  
Clothing  
Subsidy:

Employer will sell to employee, safety pants at \$7 (\$6) and safety boots at \$10 (\$8) below invoice price.

## TRANSPORTATION

BrazEAU Transport Inc., province-wide - Locals 91, 879, 938, Teamsters

(Ind.): Two 36-month renewal agreements effective from December 1, 1982 to November 30, 1985 with wages retroactive to November 22, 1982, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:

Effective	Nov. 22/82	Oct. 1/83	Oct. 1/84
General Increases	\$1.00	75¢	\$1.00

Skilled Trades Adjustment	25¢ for Mechanic A
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### Maintenance Agreement

Unskilled Classification	\$11.51-\$11.54 (\$10.51-\$10.54)	\$12.26-12.29	\$13.26-\$13.29
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Semi-skilled Classification	\$11.58-\$11.63 (\$10.58-\$10.63)	\$12.33-\$12.38	\$13.33-\$13.38
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Skilled Classification No. 1	\$12.46-\$12.56 (\$11.46-\$11.56)	\$13.21-\$13.31	\$14.21-\$14.31
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### Freight Agreement

Dockman	\$11.24-\$11.29 (\$10.24-\$10.29)	\$11.99-\$12.04	\$12.99-\$13.04
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Checker	\$11.33-\$11.38 (\$10.33-\$10.38)	\$12.08-\$12.13	\$13.08-\$13.13
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Driver	\$11.34-\$11.39 (\$10.34-\$10.39)	\$12.09-\$12.14	\$13.09-\$13.14
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Probationary period is 30 calendar days. Maximum rates are reached after 60 days of employment.

Mileage Rates - Drivers on highway operations: Effective November 22, 1982, 26.04¢-26.44¢ (\$24.04¢-\$24.44¢) per mile,

depending on number of axles. Effective October 1, 1983, \$27.54¢-\$27.94¢. Effective October 1, 1984, 29.54¢-29.94¢. Additional premium for double and triple hook-ups apply.

Casual, Part-time and Student Rate - \$1.50 less than the standard rate, resulting in a rate of \$9.89 for the first year of the agreement. (Previously, rate fixed at \$8.50).

Conditional Wage Adjustment:	Any monetary changes negotiated between Teamsters and the Motor Transport Industrial Relations Bureau in October 1985 will be added until the expiry date of this agreement.
Cost of Living Allowance:	10¢ per hour worked or 0.25¢ per mile driven per 1% increase in the Consumer Price Index - 1971=100, above the September base in each year of the agreement. Triggers at 5%. Calculated and paid monthly as a lump sum. Total payments made during the first and second year divided by 12 will be folded into the base rates October 1, 1983 and October 1, 1984. (Previous formula similar, except no scheduled fold-ins. Generated 57¢ in the first year, 75¢ in the second year and 53¢ in the third year.)
Driver's Overtime Premium:	Effective November 19, 1982, \$6.18 (\$5.68) per hour. Effective October 1, 1983, \$6.56 per hour. Effective October 1, 1984, \$7.06 per hour. Applies to drivers on combination of mileage and hourly rates.
Health and Welfare:	<u>Employer Contribution</u> - Effective November 17, 1982, \$117 (\$102) per month per employee to fund.
Pension Plan:	<u>Employer Contribution</u> - \$205 (\$185) per month per employee to fund.

## RETAIL TRADE

Hiway Market Limited at Kitchener and Waterloo - Local 206, Food and Commercial Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from October 1, 1982 to September 30, 1984, covering 260 employees, settled at conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Oct. 1/82	Oct. 3/83
Increases*:			
Full-time Employees		90¢	60¢
Part-time Employees		60¢	40¢
Part-time Clerk		\$4.16-\$8.15 (\$3.86-\$7.55)	\$4.36-\$8.55
Clerk A		\$5.88-\$9.80 (\$5.43-\$8.90)	\$6.18-\$10.40
Meat Cutter		\$7.57-\$11.00 (\$7.12-\$10.10)	\$7.87-\$11.60

\* Increases will be pro-rated from 50% at the start to 100% at the top of each classification.

Probationary period is 30 worked days. Maximum rate for Clerk A is reached after 30 months (unchanged), for Meat Cutter after 30 (36) months, and for Part-time Clerk after 36 months (unchanged).

Overtime Pay: Double time (time and one-half) for full-time employee required to work on Sunday.

Paid Vacation: 4 weeks after 9 (10) years' service.

Health and Welfare: Dental Plan - Effective January 1, 1984, employer contributes 8¢ (7¢) per hour.

Steinberg Inc. (Miracle Food Mart Division), province-wide - Local 419, Teamsters (Ind.) (Distribution Centre or satellite warehouse employees): A 24-month renewal agreement effective from November 1, 1982 to November 5, 1984, covering 283 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 1/82</u>	<u>Nov. 7/83</u>
Increases:			
Full-time Employees		\$1.05	\$1.05
Part-time Employees		60¢	60¢
<u>Full-time Employees</u>			
General Warehouseman/ Woman		\$13.20 (\$12.15)	\$14.25
Electrician		\$13.89 (\$12.84)	\$14.94
<u>Part-time Employees</u>			
Part-timers		\$7.90-\$10.70 (\$7.30-\$10.10)	\$8.50-\$11.30

Probationary period is 225 (240) hours worked for part-time employees. Maximum rates for part-time are reached after 4,000 hours worked.

Health and Welfare (Full-time): Life Insurance - Effective February 1, 1983, \$35,000 (\$25,000) coverage.

Weekly Indemnity - Effective February 1, 1983, 80% (75%) of regular pay for first 3 days absent, up to a maximum of 10 days per year, non-cumulative. Full pay from 4th day of illness for a maximum of 10 working days for each separate illness and 80% of pay on the 14th working day of illness for up to 39 weeks. All providing employee submits a medical certificate for illness lasting more than 2 days.

Prescription Drug Plan - Effective February 1, 1983, the 50¢ per person, per prescription deductible is removed.

Dental Plan - Effective February 1, 1983, maximum benefit is \$2,000 per individual per 24-month period for benefits subject to both the deductible and the co-insurance. (Previously, \$1,000 per individual per 12-month period.) Effective February 1, 1983, maximum lifetime benefit for orthodontic coverage increases to \$1,500 (\$1,000) per individual, payable on a 50% co-insurance basis (unchanged).

Major Medical - Effective February 1, 1983, coverage includes eligible dependants to age 21 and school attendants to age 25 (new).

## EDUCATION AND RELATED SERVICES

Dufferin County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 230 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/82	Sept. 1/83
	General Increases	9%	5%
	Teacher - Category D 0-5 years	\$13,516-\$19,075 (\$12,400-\$17,500)	\$14,192-\$20,029
	Teacher - Category A1 0-11 years	\$17,347-\$30,896 (\$15,915-\$28,345)	\$18,215-\$32,441
	Teacher - Category A4 0-11 years	\$20,972-\$38,237 (\$19,240-\$35,080)	\$20,020-\$40,149
	Principal 0-4 years	\$44,145-\$48,069 (\$40,500-\$44,100)	\$46,352-\$50,472
Responsibility	Vice-Principal	\$3,570 (\$3,275)	\$3,748
Allowances:	Principal's Assistant	\$2,202 (\$2,020)	\$2,312
	Consultant 1-3	\$2,017-\$3,270 (\$1,850-\$3,000)	\$2,117-\$3,434

East York, Etobicoke and York Borough Boards of Education - Ontario Secondary School Teachers' Federation (Ind.): Two 12-month compensation agreements effective from September 1, 1982 to August 31, 1983, covering 2,000 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/82
	General Increase	9%
	Teacher-Category I 0-10 years	\$18,665-\$32,128 (\$17,124-\$29,475)
	Teacher-Category IV 0-10 years	\$22,435-\$40,025 (\$20,583-\$36,720)

Sept. 1/82

Principal

Secondary Schools	\$49,936-\$53,833*
0-3 years	(\$45,813-\$49,388)

Junior High Schools, (East York only)	\$47,785-\$51,685
0-3 years	(\$43,839-\$47,417)

Vice-Principal

Secondary Schools	\$43,273-\$47,174
0-3 years	(\$39,700-\$43,279)

Junior High Schools	\$41,322-\$45,226*
0-3 years	(\$37,910-\$41,492)

<u>Co-ordinator</u>	\$47,785-\$51,685
12-month term	(\$43,839-\$47,417)

\*Rates apply to East York and Etobicoke Borough Boards of Education only.

Health and  
Welfare:

Dental Plan - Effective March 1, 1983, employer pays 100% of premium costs. (Unchanged for York. Previously, 75% for East York and Etobicoke.) Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Hastings County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):  
A 12-month agreement effective from September 1, 1982 to August 31, 1983, covering 580 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:

Effective	<u>Sept. 1/82</u>
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General Increase	9%
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Teacher-Category D	\$14,507-\$20,107
0-6 years	(\$13,309-\$18,447)

Teacher-Category A1	\$18,130-\$31,318
0-11 years	(\$16,633-\$28,732)

Teacher-Category A4	\$20,968-\$39,494
0-14 years	(\$19,237-\$36,233)

Principal

B schools	\$40,548-\$43,600
	(\$37,200-\$40,000)

A Schools	\$42,728-\$45,780
	(\$39,200-\$42,000)

Health and  
Welfare:

Dental Plan - Effective February 2, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule.  
Effective July 1, 1983, the 1982 ODA fee schedule.

Hastings County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1982 to August 31, 1983, covering 468 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	9%
	Teacher-Category 1 0-11 years	\$19,561-\$31,537 (\$17,946-\$28,933)
	Teacher-Category 4 0-13 years	\$23,154-\$40,053 (\$21,242-\$36,746)
	Vice-Principal	\$44,963-\$46,598 (\$41,250-\$42,750)
	Principal	\$50,631-\$53,683 (\$46,450-\$49,250)

Cost of Living Provision: Inoperative, as previously.

Health and Welfare: Dental Plan - Effective January 10, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective July 1, 1983, the 1982 ODA fee schedule.

Kent County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1982 to August 31, 1983, covering 431 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	9%
	Teacher-Category I 0-10 years	\$18,585-\$31,501 (\$17,050-\$28,900)
	Teacher-Category IV 0-11 years	\$22,127-\$39,632 (\$20,300-\$36,360)
	Vice-Principal 0-2 years	\$43,600-\$46,870 (\$40,000-\$43,000)
	Principal 0-2 years	\$49,595-\$52,865 (\$45,500-\$48,500)

Responsibility Allowances: Director - \$2,700 (\$2,650)  
Special Assignment Teacher - \$2,700 (\$2,650)  
Major Department Head - \$2,450 (\$2,400)  
Minor Department Head - \$1,925 (\$1,800)

Lennox and Addington County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September

1, 1982 to August 31, 1983, covering 235 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	9%
	Teacher-Category D 0-6 years	\$14,330-\$19,707 (\$13,147-\$18,080)
	Teacher-Category A1 0-11 years	\$18,510-\$30,837 (\$16,982-\$28,291)
	Teacher-Category A4 0-11 years	\$22,173-\$38,609 (\$20,342-\$35,421)
Responsibility Allowances:	<u>Principal with Degree</u>	
	1 to 5 teachers	\$1,179-\$3,980 (\$1,092-\$3,685)
	6 or more teachers	\$6,561-\$8,773 (\$6,075-\$8,123)
	<u>Principal without Degree</u>	\$1,148-\$5,453 (\$1,063-\$5,049)
	<u>Vice Principal</u>	
	15 or more teachers	\$3,587 (\$3,321)
	Resource Teacher	\$1,435 (\$1,329)
	Program Coordinator	\$2,151 (\$1,992)
	Diagnostician	\$3,757 (\$3,479)

North York City Board of Education - Local 1265, Canadian Union of Public Employees (CLC) (caretakers and matrons): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 672 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%, with a minimum of \$750 per year*
	Matron	\$8.67 (\$8.26)
	Caretaker	\$9.42-\$10.02 (\$8.97-\$9.54)
	Head Caretaker (combined schools)	\$12.47 (\$11.88)

Probationary period is 6 months. Maximum rate for Caretaker is reached after 1 year.

Lump Sum Payment\*: Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment. Pro-rated for part-time employees based on hours worked.

North York City Board of Education - Local 1353, Canadian Union of Public Employees (CLC) (office, clerical and technical employees and teacher aides): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 726 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Jan. 1/83
	General Increase	5%, with a minimum of \$750 per year*

Annual Rates

Clerk, Grade III (35-hour week)	\$14,307-\$16,875 (\$13,557-\$16,071)
Senior Draftsman (35-hour week)	\$24,297-\$27,962 (\$23,140-\$26,630)

Probationary period is 6 months. Maximum rates shown are reached after 4 annual increments.

Lump Sum Payment\*: Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment. Pro-rated for part-time employees based on hours worked per year.

Prescott-Russell County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 320 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Feb. 1/83</u>	<u>Sept. 1/83</u>
	Increases	6%	3% non-compounded	5%
	Teacher - Category I 0-10 years	\$17,984-\$31,495 (\$16,966-\$29,712)	\$18,493-\$32,386	\$19,418-\$34,005
	Teacher - Category IV 0-11 years	\$21,930-\$38,968 (\$20,689-\$36,762)	\$22,551-\$40,071	\$23,679-\$42,075
	Vice-Principal	\$43,118-\$46,698 (\$40,677-\$44,055)	\$44,338-\$48,020	\$46,555-\$50,421
	<u>Principal</u>			
	- 500 students	\$43,965-\$49,730 (\$41,476-\$46,915)	\$45,209-\$51,137	\$47,469-\$53,694
	+ 500 students	\$47,616-\$53,382 (\$44,921-\$50,360)	\$48,964-\$54,892	\$51,412-\$57,637

Responsibility Allowances:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	<u>Principal of Evening and Summer Courses</u>		
	400-749 hours	\$991 (\$935)	\$1,041
	750-1,499 hours	\$1,632 (\$1,540)	\$1,714
	1,500-2,499 hours	\$2,332 (\$2,200)	\$2,449
	2,500 hours or more	\$3,498 (\$3,300)	\$3,673
	Administrative Asst., Major Head and Co-ordinator of Special Education	\$3,323 (\$3,135)	\$3,489
	Minor Head	\$2,332 (\$2,200)	\$2,449
	Assistant Major Head	\$1,662 (\$1,568)	\$1,745
	Summer School Officer	\$900 (new)	\$945
	Subject Chairman	\$875 (\$825)	\$919
Extra Degree Allowance:	\$758 (\$715) for Masters and \$875 (\$825) for Ph. D. Effective September 1, 1983, \$796 and \$919 respectively.		
Bereavement Leave:	1 day's paid leave in the event of death of niece and nephew (new).		
Health and Welfare:	<u>Semi-Private Hospitalization (new)</u> - Employer pays 90% of premium costs.		
Mileage Allowance:	23¢ (22¢) per kilometer. Effective September 1, 1983, 24¢.		

Prescott-Russell County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 360 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Feb. 1/83</u>	<u>Sept. 1/83</u>
	Increases	6%	2.8%	5%
	Teacher - Category D 0-7 years	\$13,630-\$19,880 (\$12,860-\$18,755)	\$14,015-\$20,445	\$14,715-\$21,465
	Teacher - Category A1 0-10 years	\$18,090-\$31,165 (\$17,065-\$29,400)	\$18,600-\$32,045	\$19,530-\$33,645
	Teacher - Category A4 0-10 years	\$22,165-\$38,160 (\$20,910-\$36,000)	\$22,790-\$39,240	\$23,930-\$41,200

Responsibility Allowances:	Principal - \$4,250 (\$3,900) plus \$70 (unchanged) per classroom. Vice-Principal - \$2,125 (\$1,950) plus \$35 (unchanged) per classroom. Substitute Principal - \$327 (\$300). Co-ordinator - \$2,725 (\$2,500) per year.
Special Education Allowance:	Employee receives \$327 (\$300) for the full time teaching of exceptional children.
Health and Welfare:	Dental Plan - Coverage is based on the 1981 (1976) Ontario Dental Association fee schedule.
Mileage Allowance:	20.5¢ (19¢) per kilometer. Effective September 1, 1983, 21.5¢.

Simcoe County Board of Education - Local 1310, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 377 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan.1/83</u>
	General Increase	5%, with a minimum of \$750 per year
	Cleaner	\$6.62-\$7.22 (\$6.26-\$6.86)
	Custodian	\$8.09-\$8.72 (\$7.70-\$8.30)
	Electrician	\$9.88-\$10.52 (\$9.41-\$10.02)
	Probationary period is 3 months. Maximum rates for Cleaner and Custodian are reached after 24 months, and for Electrician after 12 months.	
Responsibility Allowances:	33¢ (31¢) per hour for Chief Custodian, Lead Hand or Custodian responsible for a school and 36¢ (34¢) per hour where services of a qualified engineer with certificate are required.	

Windsor City Board of Education - Local 27, Canadian Union of Public Employees (CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 227 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from January 1, 1982 to December 31, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	Cleaner	\$10.65-\$11.07 (\$10.14-\$10.54)

Jan. 1/83

Caretaker	\$11.25-\$11.60 (\$10.71-\$11.05)
Maintenance	\$12.45 (\$11.86)
Preventive Maintenance	\$12.87 (\$12.26)

Maximum rates are reached upon completion of the 2-month probationary period.

Cost of Living  
Provision:

Suspended. (Previously, suspended in 1982. Effective in 1983, 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using December, 1982 as the base. Adjusted quarterly and paid not later than the third pay period after publication of the applicable CPI.)

For details of previous agreement, see page 348 of June 1982 Report.

York Borough Board of Education - Local 994, Canadian Union of Public Employees

(CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 234 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%, with a minimum of \$750 per year*
	Matron	\$8.05-\$8.67 (\$7.67-\$8.26)
	Cleaner	\$9.46-\$10.02 (\$9.01-\$9.54)
	Plumber/Steamfitter	\$15.96 (\$15.20)

Maximum rates for Matron and Cleaner are reached upon completion of the 6-month probationary period.

Lump Sum  
Payment\*:

Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment.

Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide - Ontario Public Service Employees (NUPGE) (CLC) (support staff employees): A 12-month agreement effective from September 1, 1982 to August 31, 1983, covering 4,541 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	9%

Sept. 1/82

Clerk 1 (General)	\$6.67-\$7.32 (\$6.12-\$6.72)
Tradesman Journeyman 2	\$11.51-\$11.86 (\$10.56-\$10.88)
Programmer Analyst 3	\$16.28-\$18.53 (\$14.94-\$17.00)

Probationary period is 6 months. Maximum rates for Clerk 1 (General) and Programmer Analyst 3 are reached after two 6-month and two 1-year increases, and for Tradesman Journeyman 2, after one 6-month increase.

McMaster University at Hamilton - Local 532, Service Employees International (AFL-CIO/CLC): A 20-month agreement effective from January 31, 1983 to September 30, 1984, covering 250 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 25/82</u>	<u>Sept. 24/83</u>
	General Increases	9%	5%, with a minimum of \$1,000 per year
	Custodian 1	\$7.75 (\$7.11)	\$8.25
	Electrician A	\$11.19 (\$10.27)	\$11.75

HEALTH AND WELFARE SERVICES

Ross Memorial Hospital at Lindsay - Local 1909, Canadian Union of Public Employees (CLC): A 12-month agreement effective from September 29, 1982 to September 28, 1983, covering 290 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 29/82</u>
	General Increase	6%
	<u>Monthly Rates</u>	
	Aide	\$1,295.63-\$1,366.57 (\$1,222.29-\$1,289.22)
	R.N.A.	\$1,405.60-\$1,495.89 (\$1,326.04-\$1,411.22)
	Maintenance 1	\$1,550.71-\$1,647.43 (\$1,462.93-\$1,554.18)

**Paid Vacation:** Part-time employees earn vacation days on the same basis as the full-time entitlement, based on hours worked per year. (Previously, 4% of wages earned during vacation year.)

St. Mary's of the Lake Hospital at Kingston - Employees' Association (Ind.): A 24-month agreement effective from October 1, 1982 to September 30, 1984, covering 211 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>
	General Increases	9%	5%
	<u>Monthly Rates</u>		
	Housekeeping Aide	\$1,304-\$1,351 (\$1,196-\$1,239)	\$1,369-\$1,419
	R.N.A.	\$1,483-\$1,529 (\$1,361-\$1,403)	\$1,557-\$1,605
	Carpenter	\$1,763-\$1,809 (\$1,617-\$1,660)	\$1,851-\$1,899

Probationary period is 60 days worked. Maximum rates are reached after three 6-month increases.

The John Noble Home at Brantford - Local 204, Service Employees International (AFL-CIO/CLC) (part-time and full-time employees): A 24-month agreement effective from June 1, 1982 to May 31, 1984, covering 224 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>June 1/82</u>	<u>June 1/83</u>
	General Increases	9%	5%
	Laundry Helper	\$7.63-\$7.79 (\$7.00-\$7.15)	\$8.01-\$8.18
	R.N.A.	\$8.46-\$8.68 (\$7.76-\$7.96)	\$8.88-\$9.11

Probationary period is 30 worked days. Maximum rates are reached after 2 years.

Ottawa-Carleton Children's Aid Society - Local 454, Ontario Public Service Employees (NUPGE) (CLC) (part-time and full-time employees): Two 12-month agreements effective from January 1, 1983 to December 31, 1983, covering 242 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%, with a minimum of \$1,000*

Jan. 1/83

Child Care Worker  
(40 hours per week)  
and Social Worker  
(35 hours per week)

Level 1	\$16,792-\$17,840 (\$15,792-\$16,840)
Level 6	\$27,869-\$29,907 (\$26,542-\$28,483)

\*Part-time Employees - Increases are pro-rated depending on hours worked.

Probationary period is 6 months. Maximum rates are reached after 4 years.

Emergency Duty Pay: Increases by 5%.

Casual Part-time Relief Employees Pay: \$6.77 (\$6.29) per hour starting rate and \$7.00 (\$6.52) per hour after 800 hours.

Sleep-over Pay (Part-time): \$2.87 (\$2.39) per hour.

Maternity Leave: 2 weeks paid leave at 93% of salary to a maximum of \$3,000 for the period not covered by UIC benefits plus an additional 15 weeks at full salary (previously employee received UIC benefits only for 15 weeks).

Auto Insurance: Employer pays the deductible portion of P.L.P.D. to a minimum claim of \$100 for collision and a maximum of \$25 for each comprehensive claim. (Previously, employer reimbursed employees for damage done to their automobiles and/or personal property when on business.)

Penal Defence Insurance (new): Employer pays 100% of premium costs for \$25,000 coverage per employee per year to a total of \$100,000 per year.

Tri-Town Nursing Home Limited at Haileybury and Kapuskasing, Sudbury Nursing Homes Limited, Cochrane Nursing Home Limited at Hearst and Timmins Nursing Home Limited - Locals 904, 1182 and 1771, Canadian Union of Public Employees (CLC): Five 24-month agreements effective from June 1, 1982 to May 31, 1984, covering a total of 325 employees, revised subject to the Inflation Restraint Act, 1982.

Wages:	Effective	<u>June 1/82</u>	<u>June 1/83</u>
General Increases		9%	5%, with a minimum of 38¢ per hour
General Aide		\$7.14-\$7.65 (\$6.55-\$7.02)	\$7.52-\$8.03

	<u>June 1/82</u>	<u>June 1/83</u>
R.N.A.	\$8.20-\$8.79 (\$7.52-\$8.06)	\$8.61-\$9.23

Probationary period is 60 days of work. Maximum rates are reached after 2 annual increases.

Premium Pay: 25¢ per hour for R.N.A. Charge Nurse; 65¢ per hour for General Aide while performing as a 2nd Cook (new).

Education Leave: Employee with one year's service receives time off to write examinations for job related courses, with the prior approval of the employer providing he/she remains employed for 1 additional year. (Previously, to write examinations to qualify as registered nursing assistants or registered nurses.)

Court Witness Leave: Employer pays the difference between fees received and normal earnings (new). Time spent by employee as a court witness in any matter arising out of his/her employment is considered as time worked at the appropriate rate of pay. (Previously, employee received pay when required by employer to attend court as a witness in matters involving the Home.)

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Canadian Air Traffic Control Association (Ind.): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from January 1, 1983 to December 31, 1984, covering 668 Ontario employees.

Wages:	<u>Effective</u>	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	<u>Operating Employees</u>		
	AI-1	\$21,971-\$35,516 (\$20,727-\$33,506)	\$23,070-\$37,292
	AI-4	\$34,611-\$48,157 (\$32,652-\$45,431)	\$36,342-\$50,565*
	<u>Non-Operating Employees</u>		
	AI-7	\$44,237-\$57,778* (\$41,733-\$54,508)	\$46,449-\$60,667*

\*Section 6 (5) of the PSCRA specifies that those employees whose maximum salary range as of June 29, 1982, equals or exceeds \$49,500 are not entitled to merit increases, incremental increases or performance awards during the 24-month period during which their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Professional Institute (Ind.) (nursing group): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from January 3, 1983 to January 2, 1985, covering 350 Ontario employees.

Wages:	Effective	Jan. 3/83	Jan. 3/84
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	NU-HOS-3		
	Atlantic Region	\$21,137 - \$25,769 (\$19,941 - \$24,310)	\$22,194 - \$27,057
	Quebec	\$23,298 - \$29,880 (\$21,979 - \$28,189)	\$24,463 - \$31,374
	Ontario, Yukon and Northwest Territories	\$24,500 - \$29,263 (\$23,113 - \$27,607)	\$25,725 - \$30,726
	Manitoba and Alberta	\$24,421 - \$28,648 (\$23,039 - \$27,026)	\$25,642 - \$30,080
	Saskatchewan	\$24,167 - \$27,899 (\$22,799 - \$26,320)	\$25,375 - \$29,294
	British Columbia	\$25,560 - \$30,489 (\$24,113 - \$28,763)	\$26,838 - \$32,013

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (general services group, supervisory and non-supervisory employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from January 22, 1983 to January 21, 1985, covering 4,219 Ontario employees.

Wages:	Effective	Jan. 22/83	
	General Increase (PSCRA)	6%	
	<u>Non-Supervisory Rates</u>		
		Halifax Zone 4	Ottawa Zone 9
			Vancouver Zone 20
	Classification 1	\$6.05	\$6.82
	All Sub-Groups	(\$5.71)	(\$6.43)
			\$7.01 (\$6.61)

		<u>Jan. 22/83</u>	
Classification 7	\$11.71	\$12.04	\$13.26
All Sub-Groups	(\$11.05)	(\$11.36)	(\$12.51)
Classification 13	\$15.07	\$16.20	\$18.25
All Sub-Groups	(\$14.22)	(\$15.28)	(\$17.22)
Effective		<u>Jan. 22/84</u>	
General Increase		5%	
	Halifax <u>Zone 4</u>	Ottawa <u>Zone 9</u>	Vancouver <u>Zone 20</u>
Classification 1	\$6.35	\$7.16	\$7.36
All Sub-Groups			
Classification 7	\$12.30	\$12.64	\$13.92
All Sub-Groups			
Classification 13	\$15.82	\$17.01	\$19.16
All Sub-Groups			

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

LOCAL ADMINISTRATION

Metropolitan Toronto Board of Commissioners of Police - Police Association (Ind.)  
 (police officers): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 5,385 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	<u>Annual Rates</u>	
	3rd Class Constable	\$25,515 (\$24,300)
	1st Class Constable	\$31,894 (\$30,375)
	Staff Sergeant	\$39,070 (\$37,209)

Metropolitan Toronto Board of Commissioners of Police - Police Association (Ind.)  
 (Unit A - clerical employees; Unit B - garage employees; Unit C - parking control officers, cadets and matrons): Three 12-month agreements effective from January 1, 1983 to December 31, 1983, covering 1,438 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	<u>Annual Rates</u>	
	<u>Unit A</u>	
	Class 2 (includes File Clerk - 35 hours per week)	\$15,182 (\$14,452)
	Class 6 (includes Senior Computer Operator - 35 hours per week)	\$20,682-\$23,294 (\$19,695-\$22,180)
	<u>Unit B</u>	
	Labourer	\$21,882 (\$20,838)
	Senior Communications and Electronics Technician	\$31,591 (\$30,088)
	<u>Unit C</u>	
	Police Cadet	\$18,458-\$21,778 (\$17,581-\$20,734)
	Senior Court Security Officer	\$25,390 (\$24,185)

Mississauga City Corporation - Local 1212, Fire Fighters (AFL-CIO/CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 343 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	Category II - Clerk Typist	\$13,487-\$16,105 (\$12,845-\$15,338)
	Fire Fighter 1st Class	\$31,988 (\$30,465)
	Assistant Deputy Chief	\$44,783 (\$42,651)
	Probationary period is 12 months. Maximum rate for Clerk Typist is reached after 30 months.	
Mileage Allowance:	28.8¢ (26.4¢) per kilometer for the first 600 km., 15.6¢ (15.7¢) per km. for the next 1400 km. and 8.0¢ (10.1¢) per km. for over 2000 km.	

Niagara Falls City Corporation - Local 133, Canadian Union of Public Employees (CLC):

A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 341 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Jan. 1/83
	General Increase	5%, with a minimum of \$750 per year
	Labourer-Permanent	\$8.68-\$9.18 (\$8.27-\$8.74)
	Mechanic	\$10.53-\$11.16 (\$10.03-\$10.63)

Annual Rates

General Clerk, Grade 1	\$14,154-\$14,850 (\$13,403-\$14,100)
Senior Plumbing Inspector	\$26,066-\$27,569 (\$24,825-\$26,257)

Probationary period is 3 months. Maximum rates for Labourer-Permanent and General Clerk, Grade 1 are reached upon completion of probationary period. Maximum rates for Mechanic and Senior Plumbing Inspector are reached after 6 months.

Niagara Regional Municipality - Local 1287, Canadian Union of Public Employees (CLC):

A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 440 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Jan. 1/83
	General Increase	5%, with a minimum of \$750 per year

Roads, Water Treatment and Pollution Control Units

Job Level 1 (includes Labourer)	\$8.74-\$9.17 (\$8.32-\$8.73)
Job Level 13 (includes Area Maintenance Man-Certified)	\$11.56-\$12.20 (\$11.01-\$11.62)

Office and Clerical Units

Job Level 1 (includes Clerk Typist 1)	\$14,354-\$15,045 (\$13,604-\$14,295)
Job Level 10 (includes Systems Analyst/ Programmer)	\$24,567-\$25,952 (\$23,397-\$24,716)

Probationary period is 45 regular shifts worked. Maximum rates for Labourer, Area Maintenance Man-Certified and Clerk Typist 1 are reached after 60 working days and for Systems Analyst/Programmer after 12 months.

## CONSTRUCTION

Ontario Master Insulators' Association, Inc. (Construction Agreement) - Local 95, Asbestos Workers (AFL-CIO/CFL): A 16-month renewal agreement effective from January 13, 1983 to April 30, 1984, covering 650 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 11 months.

	Effective	Jan. 13/83	May 2/83
	Package Increases	\$2.50	\$1.50
Wages:	Increases (excluding Vacation Pay)	\$2.27	\$1.36
	Mechanic - Zone 3	\$15.59 (\$13.32)	*
	Mechanic - Zone 2	\$16.80 (\$14.53)	*
	Mechanic - Zone 1	\$17.42 (\$15.15)	*

\* Rates have not been determined yet due to allocations for Welfare and Pension.

Industry Fund:	Employer contributes 18¢ (10¢) per hour worked.
Joint Apprenticeship Committee:	Employer contributes 3¢ (2¢) per hour worked.
Living Allowance Trust Fund:	Employer contributes 20¢ (10¢) per hour worked plus shares the cost of any increase in contributions, if required (new).
Board Allowance:	\$30 (\$25) per working day. Effective May 1, 1983, \$35.
Travelling Allowance:	\$4 (\$3) per working day in Zone 1, \$6 (\$5) in Zone 2, and \$8 (\$6) in Zone 3. \$9 per working day between 25-30 miles radius, \$10 between 30-35 miles radius, \$11 between 35-40 miles radius, \$12 between 40-45 miles radius and \$13 between 45-50 miles radius. (Previously, \$8 between 25-50 miles radius.)

Ontario Master Insulators' Association, Inc. (Maintenance Agreement) - Local 95, Asbestos Workers (AFL-CIO/CFL): A 16-month renewal agreement effective from January 13, 1983 to April 30, 1984, covering 350 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Effective	<u>Jan. 13/83</u>	<u>May 2/83</u>
Package Increases:		
Employee working 10 working days or more	\$2.25	\$1.35
Employee working less than 10 working days	\$2.50	\$1.50
Wages: Increases (excluding Vacation Pay):		
Employee working 10 working days or more	\$2.04	*
Employee working less than 10 working days	\$2.27	*
<u>Employee working 10 days or more</u>		
Mechanic - Zone 3	\$14.03 (\$11.99)	*
Mechanic - Zone 2	\$15.12 (\$13.08)	*
Mechanic - Zone 1	\$15.68 (\$13.64)	*

\* Rates have not been determined yet due to allocations for Welfare and Pension.

Benefit changes are the same as reported above for the construction agreement.

Negotiations in Progress during January 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
Abitibi-Price Inc. (Lakehead Woodlands, White River and Iroquois Falls Divs.) Thunder Bay, White River and Iroquois Falls	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	1,400	C
Allied Chemical Canada, Amherstburg	Auto Workers (CLC)	530	MED
American Can Canada Inc., Brampton	Printing and Graphic Union (AFL-CIO/CLC)	230	M
American Can Canada Inc., Marathon	Carpenters (AFL-CIO)	240	C
Anchor Cap and Closure Corp. of Canada Ltd. and Plasticap Ltd. - Premier Plastics Ltd., Toronto	Electrical Workers (UE) (CLC)	302	C
Brampton City Corp.	CUPE (CLC)	200	C
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	417	B
Brewers Warehousing Co. Ltd. and several brewing companies, Intercity	Cdn. Brewery Workers (CLC)	3,565	B
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	M
Burlington Carpet Mills Canada Ltd., Brampton	Labourers (AFL-CIO)	401	B
Cambridge Towel Corp. and Elco Kitchen Products, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	220	B
Canadian A.S.E. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	250	B
Canadian Coleman Co. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	300	C
Canadian General Electric, Barrie, Burlington, Caledonia, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,900	C
Canada General Electric Co. Ltd., Guelph, Peterborough and Toronto	Technical Engineers (AFL-CIO/CLC)	240	B
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC) (production and maintenance empls.)	280	B

\*See page 46 for definition of codes

Negotiations in Progress during January 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canadian National Institute for the Blind (C.N.I.B.) (Caterplan Services Div.), province-wide	Service Employees Intl. (AFL-CIO/CLC)	490	C0
Canadian Red Cross Society (Blood Transfusion Service), Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	225	B
Charlton Board of Education	Fed. of Women Teachers' Assns of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,210	B
Charlton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	MED
Champion Spark Plug Co. of Canada Ltd., Windsor	Auto Workers (CLC)	288	PCB
R. Clarke and Co. Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	234	B
Consumers Distributing Co. Ltd., Mississauga and Toronto	Teamsters (Ind.) (drivers and warehousemen)	280	B
Cane Canada Ltd., Brantford	United Steelworkers (AFL-CIO/CLC)	258	MED
Cause-Hinds Canada Ltd., Toronto	Auto Workers (CLC)	360	C0
Carr-Oliver Canada Ltd., Orillia	United Steelworkers (AFL-CIO/CLC)	352	C0
Caw Chemical of Canada Ltd., Sarnia	Energy and Chemical Workers (CLC)	800	B
Chatham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	MED
C.B. Eddy Forest Products Ltd., (Woods Operations), Espanola	Carpenters (AFL-CIO)	235	C0
Chessex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	555	B
Chobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons, maintenance and other empls.)	463	B
Clonbridge Nickel Mines, Falconbridge	Mine, Mill and Smelter Workers (Ind.) (mine empls.)	2,380	PMB
Federal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL-CIO/CLC)	272	B
Fiberglas Canada Inc., Sarnia	Energy and Chemical Workers (CLC)	400	B

Negotiations in Progress during January 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Firestone Canada Inc., Hamilton	Rubber Workers (AFL-CIO/CLC)	1,460	B
Frontenac County Board of Education	CUPE (CLC)	245	B
Gabriel of Canada, Etobicoke	Machinists (AFL-CIO/CLC) (production empls.)	445	B
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	276	B
Goodyear Canada Inc., (Factory and Central Distribution Warehouse), Toronto	Rubber Workers (AFL-CIO/CLC) (maintenance, production and warehouse empls.)	1,200	B
Goodyear Canada Inc. (Factory and Reclaim Plant), Bowmanville	Rubber Workers (AFL-CIO/CLC)	226	B
Great Lakes Forest Products Ltd., Dryden Woodlands Operations, Dryden	Carpenters (AFL-CIO)	200	CO
Great Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO) (lumber and sawmill workers)	1,400	PCB
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317	F
Gulf Canada Products Co. (Clarkson Refinery), Mississauga	Energy and Chemical Workers (CLC)	300	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,320	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,300	MED
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	B
Hamilton City Corp.	CUPE (CLC) (outside empls.)	501	B
Heintzman Ltd. (Chair Div.) Toronto	Upholsterers (AFL-CIO/CLC)	230	MED
Heintzman Ltd., Whitby	Upholsterers (AFL-CIO/CLC)	515	B
Hilroy Ltd., Toronto	Cdn. Paperworkers (CLC)	230	CO

Negotiations in Progress during January 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Holiday Inn and other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	1,060	CO
Honeywell Ltd., Scarborough	Auto Workers (CLC) (hourly-rated empls.)	650	CO
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	1,200	PMB
Kaiser-Roth Canada Ltd., London	Clothing and Textile Workers (AFL-CIO/CLC)	250	B
Kelsey-Hayes Canada, Windsor	Auto Workers (CLC) (hourly-rated empls.)	700	CO
Keenehead Board of Education	CUPE (CLC)	235	B
Kia-Bravo Foods, Toronto	Food and Commercial Workers (AFL-CIO/CLC)	218	B
Lincoln County Board of Education	CUPE (CLC) (full-time and part-time maintenance empls.)	352	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	203	B
London City Corp.	CUPE (CLC)	310	B
London City Corp.	CUPE (CLC) (outside empls.)	520	B
London City Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	320	B
London City Police	Police Assn. (Ind.)	320	B
London City Public Utilities Commission	CUPE (CLC)	350	B
Long Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	350	PCB
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO)	200	MED/WS
Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission	CUPE (CLC) (inside and outside empls.)	9,965	B
Metropolitan Toronto Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	525	B
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	248	B

Negotiations in Progress during January 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
Nabisco Foods (Div. of Christie, Brown and Co. Ltd.), Niagara Falls	Firemen and Oilers (AFL-CIO/CLC)	268	B
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	650	C
William Neilson Ltd., (Guelph and Toronto Divs.)	Teamsters (Ind.)	450	B
Newman Steel Ltd., Oakville, St. Catharines, Stoney Creek and Sudbury	United Steelworkers (AFL-CIO/CLC)	250	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	580	B
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC) (non-medical and para- medical empls.)	600	B
Niagara South Board of Education	CUPE (CLC)	444	B
Niagara South Board of Education	Secretarial and Clerical Assn.	200	B
Norfolk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	291	F
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	222	F
North Bay City Corp.	CUPE (CLC)	241	B
North York City Corp.	CUPE (CLC) (inside and outside empls. and dental hygienists)	1,280	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	628	B
Northumberland and Newcastle Board of Education	CUPE (CLC)	200	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (academic staff, librarians and counsellors)	7,000	B
Ontario Government, province-wide	Ontario Provincial Police (Ind.) (police officers)	3,850	B
Ontario Hydro	CUPE (CLC)	260	B

Negotiations in Progress during January 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Otaco, Div. of Redlaw Industries Ltd., Orillia	United Steelworkers (AFL-CIO/CLC)	275	C0
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,170	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,428	B
Pamour Porcupine Mines, Pamour, Ross and Schumacher Divs., Pamour	Steelworkers (AFL-CIO/CLC) (mine empls.)	1,000	C0
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	678	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	430	MED
Perth County Corp. (Bonnechere Manor)	CUPE (CLC)	208	B
Riversdale Hospital Board of Governors, Toronto	CUPE (CLC) (nurses and paramedical unit)	200	B
Roseville Mackintosh Canada, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	850	B
Ryerson Polytechnical Institute Board of Governors, Toronto	Cdn. Educational Workers (Ind.) (part-time and sessional instructors)	233	B
St. Catharines City Corp.	CUPE (CLC)	210	B
St. Joseph's Hospital, London	Service Employees Intl. (AFL-CIO/CLC)	400	PCB
St. Thomas-Elgin General Hospital	Service Employees Intl. (AFL-CIO/CLC)	260	PCB
St. Mary's Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	410	PFB
St. Mary's Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	365	PFB
St. Mary's Ste. Marie Board of Education	CUPE (CLC) (outside empls.)	585	B

Negotiations in Progress during January 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Stage
Scarborough Borough Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	420	
Shell Canada Ltd., Corunna	Energy and Chemical Workers (CLC)	225	B
Sheller-Globe of Canada Ltd. (Kralinator Filters Div.), Cambridge	United Steelworkers (AFL-CIO/CLC)	280	C
Shopsy's Foods Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	200	C
Silverwood Dairies, Div. of Silverwood Industries Ltd., London	Teamsters (Ind.)	200	C
Snap-On Tools of Canada Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	269	C
Steinberg Inc., Rexdale	Food and Commercial Workers (AFL-CIO/CLC)	230	ME
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	575	F
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	780	PM
Textile Rental Institute of Ontario, Toronto	Laundry Workers (CLC)	1,900	B
Thunder Bay City Corp.	Police Assn. (Ind.)	210	B
Timmins Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	215	ME
Titan Proform Co. Ltd., Toronto	Auto Workers (CLC)	210	B
Toronto Abattoirs Ltd., and Quality Meat Packers Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	400	B
Toronto City Board of Education	CUPE (CLC)	401	B
Toronto City Board of Education	CUPE (CLC)	212	B
Toronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	690	B
Trailmobile Canada, Brantford	Auto Workers (CLC)	397	MED/

Negotiations in Progress during January 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Tridon Ltd., Burlington	Employees' Assn. (Ind.) (plant empls.)	500	CO
Twenty-eight Ontario Hospitals	Cdn. Operating Engineers (CCU)	230	B
Valdi Inc. (Valdi Discount Foods), province-wide	Food and Commercial Workers (AFL-CIO/CLC)	800	CO
Weldwood of Canada Ltd. (Longlac Div.)	Carpenters (AFL-CIO)	225	CO
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	620	MED
Harvey Woods Ltd. (Underwear and Hosiery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd. Div. of Harvey Woods, Toronto	Clothing and Textile Workers (AFL- CIO/CLC)	550	CO
Zehrs Markets (Div. of Zehrmart Ltd.), Intercity	Food and Commercial Workers (AFL-CIO/CLC)	600	B
<u>More Than One Province</u>			
CP Air, system-wide**	Air Line Flight Attendants (CLC)	1,200	B
CP Air, system-wide**	Air Line Pilots (Ind.)	680	B
CP Air, system-wide**	Railway Clerks (AFL-CIO/CLC) (agents, dispatchers and other empls.)	1,520	B
Canadian General Electric and Montreal Armature Co., Montreal, St. Augustin and St. Andre, Que. and Cobourg, Oakville, Peterborough and Toronto, Ont.	Electrical Workers (IUE) (AFL-CIO/ CLC) (hourly rated and salaried empls.)	2,440	CO
Canadian Pacific Express (Cdn. Parcel Delivery Div.) system-wide**	Railway Clerks (AFL-CIO/CLC)	700	CO
Canadian Pacific Express, Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC)	2,750	B
Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Div.), Que. and Ont.**	Teamsters (Ind.) (drivers, maintenance and other empls.)	1,300	CO

\*\* Federal jurisdiction

Negotiations in Progress during January 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'l Stage
Motorways (1980), Ont., Man., Sask. and Alta.**	Teamsters (Ind.) (warehousemen, drivers and other empls.)	675	B
Steinberg Inc., Ottawa and other centres, Ont. and Hull and Gatineau, Que.,	Food and Commercial Workers (AFL-CIO/CLC)	980	CO

Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in February 1983

Employer and Location	Union	No. of Empls.
F.G. Bradley Co. Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC) (production, maintenance and technical empls.)	200
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO)	210
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC) (production and maintenance empls.)	280
Champion Spark Plug Co. of Canada Ltd., Windsor	Auto Workers (CLC)	288
Consumers Distributing Co. Ltd., Mississauga and Toronto	Teamsters (Ind.) (drivers and warehousemen)	280
Dow Chemical of Canada Ltd., Sarnia	Energy and Chemical Workers (CLC)	800
Firestone Canada Inc., Hamilton	Rubber Workers (AFL-CIO/CLC)	1,460
Foster Wheeler Ltd., St. Catharines	United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	424
Gabriel of Canada, Etobicoke	Machinists (AFL-CIO/CLC) (production empls.)	445
Goodyear Canada Inc. (Factory and Central Distribution Warehouse), Toronto	Rubber Workers (AFL-CIO/CLC) (maintenance, production and warehouse empls.)	1,200
Goodyear Canada Inc. (Factory and Reclaim Plant), Bowmanville	Rubber Workers (AFL-CIO/CLC)	226
Heintzman Ltd., Whitby	Upholsterers (AFL-CIO/CLC)	515
Honeywell Ltd., Scarborough	Auto Workers (CLC) (hourly-rated empls.)	650
Inter-Bake Foods Ltd., London	Grain Millers (AFL-CIO/CLC) (production, maintenance, shipping empls. and drivers)	600
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	1,200
Kitchener City (Works, Parks and Recreation)	Cdn. Union of Public Employees (CUPE) (CLC)	230

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in February 1983 (Cont'd)

Employer and Location	Union	No. of Empls.
Lambton County Board of Education	CUPE (CLC) (custodians)	200
Thomas J. Lipton Inc., Bramalea	Grain Millers (AFL-CIO/CLC)	210
Modern Building Cleaning (A Div. of Dustbane Enterprises, Toronto Dominion Centre	CUPE (CLC) (full-time and part- time empls.)	300
Otaco, Div. of Redlaw Industries Ltd., Orillia	United Steelworkers (AFL-CIO/CLC) (production maintenance and service empls.)	270
Ottawa Ready Mix Companies	Teamsters (Ind.) (drivers, maintenance and stationary empls.)	300
Puretex Knitting Co. Ltd., Toronto	Textile and Chemical Union (CCU)	220
Rowntree MackIntosh Canada, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	850
Sault Ste. Marie Board of Education	CUPE (CLC) (caretakers, mainte- nance and store empls.)	225
Smith and Stone Inc., Georgetown	Auto Workers (CLC) (production, maintenance, service and shipping empls.)	250
Thunder Bay Auto Dealers Assn.	Machinists (AFL-CIO/CLC)	200

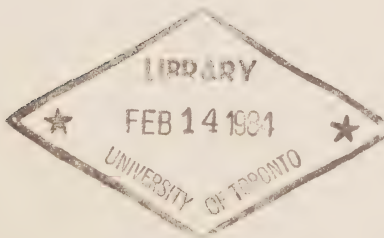
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Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
FEBRUARY 1983



RESEARCH BRANCH  
ONTARIO MINISTRY OF LABOUR



## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1983 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in February 1983. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in March 1983.

The report was prepared by the Ontario Ministry of Labour.

March 28, 1983



## Highlights

Oil Refining and Petrochemical Industry Settlements. The long-established tradition of national pattern bargaining in the petroleum sector was continued in 1983 by the Energy and Chemical Workers Union (ECWU), the principal union acting on behalf of the industry's 30,000 employees across the country. In Ontario, the contract renewal talks involved about 5,000 of the union members covered by agreements opening up between January and April. Before the negotiations commenced, the ECWU's policy conference formulated a mandatory bargaining program which was to be followed in local negotiations in order to arrive at a fairly uniform settlement pattern for the key industry segments. Worried about spreading layoffs in the industry, the conference assigned job security and inflation-proof wage increases as its top priority goals. The job security program postulated retraining, relocation, early retirement and an earlier notice of layoffs for workers affected by manpower cuts. The wage proposals called for increases exceeding current inflation levels by 1.5 percentage point.

However, the union's bargaining position was weakened by the industry's poor economic health brought about by a declining demand for petroleum products, overcapacity of processing plants and huge inventories. In the meantime, the competitive position of the oil-based eastern Canadian petrochemical sector further deteriorated due to a sharp decline in world oil prices, while domestic feedstock costs remained high partly because of the National Energy Program and the resultant levies on the oil used as a raw material for petrochemical products. With world-wide recession further decreasing sales of products already in oversupply, several less efficient refineries and plants were closed or slated to close in an attempt to solve the overcapacity problem. Retrenchment and nationalization of the industry replaced the last decade's expansion and diversification. In addition to prolonged layoffs and plant closings, the companies' belt-tightening actions included salary deferrals and reductions, staff cuts, early retirement incentives and hiring freezes along with the slashing of operating budgets.

Early signs that the industry's 1983 wage settlements may well fall within the federal government's 6 and 5 guidelines emerged last September. At that time, a 6 per cent wage increase in a one-year contract was approved by 63 ECWU members at Polysar's resin division in Cambridge while, in a two-year pact, wage increases of 9.5 per cent for 1982 and 6 per cent for 1983 were accepted by their 67 counterparts at Fiberglas Canada in Moncton, N.B.

The 1983 industry-wide settlement model was established first in the petrochemical sector by a one-year pact between Polysar Ltd. and Local 914 of the ECWU. The new terms were agreed upon in direct bargaining more than a month prior to the March 7 expiry date of the existing contract. The new agreement, covering 1,700 hourly-rated employees at the company's synthetic rubber plant in Sarnia, provided a general wage increase of 6 per cent and a proportionate improvement in shift differentials. The increases are to be implemented on March 1, 1984, a week before the new contract's expiry date. In addition, the workers gained higher weekly indemnity benefits, an upgraded dental fee schedule and an enhanced early retirement scheme. The plan, similar to one announced last year for the company's non-unionized salaried staff, established an early retirement eligibility at age 55 plus 30 years of service, with unreduced pension benefits paid at age 60, rather than the present 62.

The Polysar settlement pattern has been followed since then in four similar ECWU settlements with major petrochemical producers. At Dow Chemical Canada in Sarnia, 800 production employees approved in March a one-year agreement replacing the previous one that expired on February 29, 1983. The pact postponed the 6 per cent adjustments to wages and shift premiums until February 20 next year. A comparable settlement between Fiberglas Canada in Sarnia and its 400 plant employees was reached in April at the mediation stage. The one-year agreement, effective February 1, 1983, called for a deferment of the monetary changes until May 1, 1983. The remaining two agreements, signed in the meantime, covered a two-year period. They included general wage increases of 6 per cent in the first year and 5 per cent in the second, phased in on each contract's anniversary date. These pacts involved 509 ECWU members at Connaught Laboratories in Toronto, covered by a contract expiring March 31, 1983, and the union's 583 members at Du Pont Canada in Maitland under a contract terminating a month later.

In the oil refining sector, the first ECWU agreements matching the petrochemical sector pattern were reached through direct bargaining in late February at Consumers' Co-operative Refineries of Regina in Manitoba and BP Refining and Marketing operations in Ontario. (The latter company's settlement, involving 264 workers at its Trafalgar, Toronto and Mississauga facilities, also required approval of Petro-Canada, a Crown Corporation which took over the BP operations on March 1). The one-year contracts, along with a 6 per cent increase in wages and shift premiums (both fully retroactive to February 1, 1983) included a refinery closure clause that called for better severance pay and closure notification of not less than three months. The agreements reflected the industry's economic hardships flowing from increased refinery capacity, low operating levels and declining consumption. The situation prompted the ECWU's policy committee to endorse the new terms as a national pattern and recommend it to other refinery locals involved in renegotiation of contracts expiring January 31. Among the major units bargaining in Ontario were 225 Shell Canada employees at the Sarnia refinery who ratified a parallel settlement in early April, and over 500 employees at the Clarkson refinery of Gulf Canada, where negotiations on outstanding local issues still continue.

In another development, an 11-week strike involving 530 members of the United Auto Workers (UAW) at the Amherstburg plant of Allied Chemical Canada was ended in early February. The resumption of work at the plant followed the acceptance of a third tentative settlement worked out in mediation. The prolonged dispute was due only in part to the company's monetary proposals. That offer included a single wage increase of 25 cents per hour equivalent to slightly over 2 per cent in a two-year agreement. The main conflict related to the form of paying of cost-of-living adjustments, resolution of grievances and a number of company proposals on contract changes which were viewed by the union as concession demands. During the legal strike which began November 19 last year, the workers twice rejected tentative contract offers, despite the UAW bargaining committee's recommendation for acceptance.

The eventual agreement ending the dispute differed from those rejected earlier by offering compromises on the COLA issue and the question of reinstatement of two dismissed workers. Under the new two year contract, succeeding one that expired October 31 last year, a general wage increase of 25 cents per hour is to be implemented November 1, 1983. During the contract

term, the past practice of quarterly COLA payments in a lump sum was retained (as the company desired) but, at the end of the contract, the accumulated float is to be added to the base wage (which was the union's goal). Other changes included lower starting rates for new hires and improvements to insured benefits and meal allowances, as well as a lump sum payment of \$250 for current pensioners.

Health Care Sector Settlements. An estimated 1,345 collective agreements, affecting some 105,000 health care employees in Ontario, became subject to the Inflation Restraint Act effective September 21, 1982. The legislation imposed a 5 per cent limit on compensation increases for over 550,000 public sector employees during the control year beginning October 1, 1982 as their contracts come up for renewal, or on anniversary dates in the case of existing multi-year agreements. An exception to the 5 per cent general rule was made in the Act for low-income earners by allowing a discretionary annual pay increase of up to \$1,000, with a mandatory minimum of \$750, for those earning under \$20,000 per year. In addition, transitional provisions of the Act permitted annual pay increases of up to 9 per cent, followed by the obligatory 5 per cent, for employees under contracts expired before October 1, 1982 and not renewed prior to September 21, 1982. For those covered by contracts that run out prior to October 1, 1981, increases for the year immediately following the original expiry dates became subject to a decision of the Inflation Restraint Board, with the 9 and 5 per cent ceilings applied in the next two years. During the control period the right to strike, interest arbitration and collective bargaining, except on non-monetary issues, were suspended.

Of the 1,345 health care sector agreements, the largest group comprised 660 agreements expiring between October 1, 1982 and September 30, 1983 which became subject to a 12-month extension with a 5 per cent compensation increase. The agreements covered close to 44,000 employees, including non-medical staff in various health care institutions represented by the Service Employees International Union (SEIU), hospital paramedics represented by the Ontario Public Service Employees Union (OPSEU) and the Canadian Union of Public Employees (CUPE), stationary engineers belonging to two trade unions and medical staff represented by the Professional Association of Internes and Residents of Ontario (PAIRO).

The second largest category included 562 contracts expiring between October 1, 1981 and September 30, 1982 and not renewed at the time of the enactment of the restraint program. These agreements covered over 56,000 employees and, in line with the transitional provisions of the Act, were to be extended for 24 months at 9 and 5 per cent. Included in this group were hospital nurses represented by the Ontario Nurses Association (ONA) and CUPE-represented non-medical employees.

Multi-year agreements, in which the originally negotiated pay raises for the year falling within the control period, were to be replaced by the mandatory 5 per cent increase, covered only 4,600 employees. Among the 109 units affected were SEIU-represented support staff in the Windsor area hospitals.

Only a very small number of all the agreements (14) and employees (560), mainly working at retirement and nursing homes, health units or other health care services, fell into the pre-October 1981 category.

Negotiations for the renewal of contracts covering several of the health care bargaining units began well in advance of the introduction of the provincial restraint program. Initial contract proposals that were submitted by unions participating in the multiple sets of centralized negotiations included annual wage increases ranging from at least 11 per cent for the CUPE hospital units to 25 per cent plus a cost-of-living allowance for nurses. The CUPE proposal was intended to ensure that its members retain wage parity with SEIU-represented support workers in 46 hospitals, who were awarded an 11 per cent wage increase last August. The increases proposed by the ONA were designed to provide the Ontario nurses with salaries comparable to those paid their counterparts in British Columbia. Improved working conditions and job security were also on bargaining agendas of the two unions. At that time, the hospitals were offering both groups a wage increase of 6 per cent over one year.

The announcement of the impending legislation came when the CUPE group was still at the direct bargaining stage and the nurses were about to begin arbitration proceedings. Subsequently, both sets of talks were suspended until the Inflation Restraint Act was passed. Most of the remaining bargaining situations in the sector were also in abeyance as the parties tried to assess the effect of the legislation on future negotiations. In some instances, the new law resulted in a departure from central negotiations and adoption by the parties of co-ordinated regional bargaining structures. Such changes occurred in the case of the SEIU Local 220 negotiations with 16 Southwestern Ontario hospitals and the OPSEU's Medical Division talks with 38 hospitals across the province.

The first group to be granted wage increases under the transitional provisions of the new Act included the 18,000 CUPE-represented non-medical employees. The various union locals negotiated this time through a newly-formed Ontario Council of Hospital Unions with 72 member-hospitals of the Ontario Hospital Association. Since the previous CUPE contracts expired September 28, 1982, the group was entitled to a compensation increase of 9 per cent for the initial one-year period. Accordingly, the CUPE council decided to accept the maximum allowable increase in wages, rather than to utilize a portion of it for benefit improvements. The Council also choose to return to the bargaining table before September 1983 in order to decide on a distribution of the increase permitted under the restraint law for the 5-per cent year.

The CUPE master pact did not affect 290 members of Local 1909 at Ross Memorial Hospital in Lindsay, who withdrew from the union's provincial bargaining unit last August. The Lindsay hospital workers, dissatisfied with certain actions of the Council, decided to negotiate separately and, in January, settled for a general wage increase of 6 per cent in exchange for improved job security. [See p. 28 of the January 1983 issue of this report for details of the Ross hospital settlement].

In mid-February, the ONA and the Ontario Hospital Association, acting on behalf of 140 hospitals throughout the province, approved a master settlement extending for 24 months their previous agreements that expired September 30, 1982. The new pact gave the 29,600 nurses a salary increase of 9 per cent in the first year and a further 5 per cent in the second year. In concurrent negotiations, 200 nurses and paramedical staff represented by CUPE

Local 79 at Riverdale Hospital in Toronto, followed their union's approach on the master pact by agreeing to only a one-year contract extension with a 9 per cent increase in salaries retroactive to October 1, 1982.

Other major extension agreements implemented during February involved several non-medical units of the London-based Local 220 of the SEIU at various hospitals in Southwestern Ontario. Since 1976, the units participated in centralized regional negotiations which, in the past, produced master settlements for about 4,000 full-time and part-time support staff at 16 hospitals in the area. Their last jointly negotiated agreements opened up for renewal on January 18, 1983, thus falling within the time frame of the 5 per cent ceiling on compensation increases. Due to the restrictions on current bargaining, the union has decided to revert to a co-ordinated bargaining structure and recommended its local units to ask their respective employers for payment of the maximum allowable increase in the form of wage improvements. Major agreements extended accordingly for one year affected a total of 3,400 support staff at four London hospitals (Victoria, University, St. Joseph's and Parkwood), the McCormick Home for the Aged and St. Thomas-Elgin General Hospital. A similar wage increase, but with a guaranteed annual minimum of \$750, was implemented in March by the Victoria Hospital for its 400 clerical staff. That unit, represented by the Office and Professional Employees Union, was covered by a separate contract that expired December 31, 1982.

Also in March, five existing agreements covering a total of 1,092 members of SEIU Local 210 at the Windsor Western Hospital Centre and four other hospitals in the City, were modified to comply with the restraint legislation. The support staff's two-year contracts, running through March 31, 1984, originally provided a general wage increase of 75 cents per hour (equivalent to an average of 8.5 per cent) in the final year. That increase was reduced as of April 1, 1983 to 5 per cent, with a minimum \$750 per year.

There were also several other health care sector bargaining units whose agreements have been renewed in the meantime pursuant to the Inflation Restraint Act. They included a master contract for 230 members of the Canadian Union of Operating Engineers at 25 hospitals and 12 other settlements covering a further 4,700 employees. The additional accords brought the number of employees under significant contracts renewed to date to 58,000. The total represented more than one-half of the sector's unionized work force affected by the provincial wage restraint legislation.

The key hospital agreements still outstanding at the end of April included those covering over 2,000 members of the OPSEU's Medical Division at 38 hospitals and about 2,500 PAIRO members at 18 teaching hospitals in Toronto and four other centres. The previous contracts for the two groups opened up on December 31, 1982. The remaining two SEIU master agreements, one covering 10,000 support staff at 46 hospitals in Central Ontario and the other affecting about 1,000 clerical staff at five hospitals in Toronto, are scheduled to expire May 31 and September 30, 1983, respectively. In compliance with the restraint law, all units covered by these four master agreements are subject to a 5 per cent compensation increase for the 12 month period following the contracts' original expiry dates.



## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	49
February 1983 Settlements	
Food and Beverage .....	52
Textile .....	56
Knitting Mills .....	57
Clothing .....	57
Furniture and Fixture .....	58
Paper and Allied .....	59
Metal Fabricating .....	59
Machinery .....	61
Transportation Equipment .....	62
Electrical Products .....	66
Chemical and Chemical Products .....	66
Miscellaneous Manufacturing .....	67
Forestry .....	68
Electrical Power, Gas and Water Utilities .....	72
Education and Related Services .....	72
Health and Welfare Services .....	77
Personal Services .....	81
Federal Administration .....	82
Local Administration .....	82
Addendum	
January 1983 Settlements .....	86
Erratum .....	90
Negotiations in Progress during February 1983	
Covering 200 or More Employees .....	92
Collective Bargaining Agreements covering 200 or More Ontario Employees Expiring in March 1983 .....	99



Index to Settlements Reported, February 1983

Employer and Location	Union	Page
bitibi-Price Inc. (Lakehead Woodlands, Iroquois Falls Woods and White River Woods Divs.)	Carpenters (AFL-CIO)	68
llied Chemical Canada Ltd., Amherstburg	Auto Workers (CLC)	66
merican Can Canada Inc., Brampton	Printing and Graphic Communications (AFL-CIO/CLC)	59
urlington Canada Inc., Brampton	Labourers (AFL-CIO)	56
anadian A.S.E. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	62
anadian Coleman Co. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	60
anadian National Institute for the Blind (Ontario Div.), province-wide	Service Employees Intl. (AFL-CIO/CLC)	81
arleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	72
orby Distilleries Ltd., Corbyville	Distillery Workers (AFL-CIO/CLC)	86
rouse-Hinds Canada Ltd., Toronto	Auto Workers (CLC)	66
orr-Oliver Canada Ltd., Orillia	United Steelworkers (AFL-CIO/CLC)	61
urham Regional Municipality (Homes for the Aged)	CUPE (CLC)	88
urham Regional Municipality (Works Dept.)	CUPE (CLC)	89
oster Wheeler Ltd., St. Catharines	United Steelworkers (AFL-CIO/CLC)	59
overnment of Canada (Treasury Board)	Public Service Alliance (CLC) (data processing group)	82
heat Lakes Forest Products Ltd., Thunder Bay Woodlands Operations and Dryden Woodlands Operations	Carpenters (AFL-CIO) (lumber and sawmill workers)	70
ilton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	73
ilton Regional Board of Commissioners of Police	Police Assn.	82
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	83
hintzman Ltd. (Chair Div.), Toronto	Upholsterers (AFL-CIO/CLC)	58

Index to Settlements Reported, February 1983

Employer and Location	Union	Page
Honeywell Ltd. - Honeywell Ltee., Scarborough	Auto Workers (CLC) (hourly-rated empls.)	67
Kayser-Roth Canada Ltd., London and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	57
Kelsey-Hayes Canada Ltd., Windsor	Auto Workers (CLC)	63
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	74
Nabisco Brands Ltd., Consumer Foods Div., Niagara Falls	Firemen and Oilers (AFL-CIO/CLC)	54
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	55
Norfolk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	74
North York City Corp.	CUPE (CLC) (outside, clerical, technical, health and dental empls.)	83
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	84
Northumberland and Newcastle Board of Education	CUPE (CLC)	76
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic staff, counsellors and librarians)	77
Otis Elevator Co. Ltd., Hamilton	United Steelworkers (AFL-CIO/CLC)	62
Ottawa Civic Hospital and 71 other Ontario hospitals	CUPE (CLC) (service, paramedic and office empls.)	77
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	84
Polysar Ltd., Sarnia	Energy and Chemical Workers (CLC)	88
Puretex Knitting Co. Ltd., Toronto	Cdn. Textile and Chemical Union (CCU)	57
Riverdale Hospital, Toronto	CUPE (CLC) (nurses and paramedical unit)	78

Index to Settlements Reported, February 1983

Employer and Location	Union	Page
St. Joseph's Hospital, London	Service Employees Intl. (AFL-CIO/CLC)	79
St. Thomas-Elgin General Hospital	Service Employees Intl. (AFL-CIO/CLC)	79
Scarborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	85
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	85
Scarborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	86
Sheller-Globe of Canada Ltd. (Kralinator Filters Div.), Cambridge	United Steelworkers (AFL-CIO/CLC)	65
Shopsy's Foods Ltd., Weston	Food and Commercial Workers (AFL-CIO/CLC)	52
Silverwood Dairies, Div. of Silverwood Industries Ltd., (Bathurst and 401 Branches), London	Teamsters (Ind.)	53
Steinberg Inc., Miracle Food Mart Div., Rexdale	Food and Commercial Workers (AFL-CIO/CLC) (meat processing plant empls.)	52
The Textile Rental Institute of Ontario (Industrial and Commercial Div.), Toronto, Stoney Creek and Mississauga	Textile Processors (Ind.)	81
Thunder Bay City Corp.	CUPE (CLC) (outside empls.)	89
Timmins Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	76
Toronto Electric Commissioners and Toronto Hydro-Electric System	CUPE (CLC) (hourly-rated, clerical and technical empls.)	72
Toronto General Hospital and 139 other Ontario hospitals	Ontario Nurses' Assn. (Ind.)	80
Victoria Hospital Corp., London	Service Employees Intl. (AFL-CIO/CLC) (full-time empls.)	80
Victoria Hospital Corp., London	Service Employees Intl. (AFL-CIO/CLC) (part-time empls.)	81
Windsor City Board of Commissioners of Police	Police Assn. (Ind.) (Unit A)	86
Windsor City Corp., Dept. of Public Works and Dept. of Parks and Recreation	CUPE (CLC) (outside empls.)	89

FOOD AND BEVERAGE

Shopsy's Foods Limited at Weston - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 15, 1983 to January 14, 1985, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 15/83	Apr. 15/83	Jan. 15/84	Apr. 15/84
General Increases		80¢	20¢	80¢	20¢
Additional Adjustments		31¢ for Freezer men			
Light General Labourer		\$10.12 (\$9.32)	\$10.32	\$11.12	\$11.32
Heavy General Labourer		\$10.32 (\$9.52)	\$10.52	\$11.32	\$11.52
Electrician		\$12.92 (\$12.12)	\$13.12	\$13.92	\$14.12

Call-In Pay: Minimum 4 hours at time and one-half on Friday for employee whose normal work week is Sunday to Thursday. Thereafter, doubletime, including a minimum of 4 hours' guaranteed on Saturday.

Sunday Premium: Night Shipping employees receive 75¢ (50¢) per hour premium for work performed on their regular Sunday shift only.

Paid Holidays: Remembrance Day is added for a total of 11 days.

Paid Vacation: 4 weeks after 11 (12) years' of service. Effective January 1, 1984, 4 weeks after 10 years.

Health and Welfare: Vision Care (new) - Maximum claim for eyeglasses is \$50 every 24 months.

Retirees Allowance - Upon retiring, employee receives either \$1,500 (\$1,000) lump sum or a \$5,000 paid up life insurance policy.

Pension Plan: Employer contributes 20¢ per hour worked. (Previously only for regular hours worked.)

Meal Allowance: \$4.00 (\$2.50).

Steinberg Inc., Miracle Food Mart Division at Rexdale - Local 633, Food and Commercial Workers (AFL-CIO/CLC) (meat processing plant employees): A 24-month renewal agreement effective from June 23, 1982 to June 22, 1984, covering 230 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>June 23/82</u>	<u>June 20/83</u>	<u>Nov. 21/83</u>
	Additional Adjustment	Casual Workers now included in the bargaining unit		
	<u>Weekly Rates</u>			
	Meat Processor	\$259-\$421 (\$240-\$390)	\$277-\$450	\$289-\$470
	Journeyman Meatcutter	\$489.02 (\$452.80)	\$523.25	\$546.80
	Certified Licenced Tradesman	\$531.00 (\$492.00)	\$568.00	\$594.00
	<u>Hourly Rates</u>			
	Casual Worker	\$6.25-\$10.90	\$6.69-\$11.66	\$6.99-\$12.18
	Probationary period for full-time employees is 45 worked days. Maximum rates for Meat Processor are reached after 44 months, and for Casual Worker after 36 months.			
Economic Adjustment (Full-time):	Four quarterly payments of \$91 each (unchanged) retroactive to June, 1982, followed by four quarterly payments of \$150 each, beginning June, 1983.			

Silverwood Dairies, Division of Silverwood Industries Limited (Bathurst and 401 Branches), at London - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from January 1, 1983 to December 31, 1984, covering 200 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/83</u>	<u>July 1/83</u>
	General Increases	\$30 per week	\$20 per week
	<u>Weekly Rates</u>		
	Records Clerk	\$363.93 (\$333.93)	\$383.93
	Wholesale Services (Milk) Driver	\$423.00 (\$393.00)	\$443.00
	Refrigeration/ Class "A" Mechanic	\$428.00 (\$398.00)	\$448.00

	Effective	Jan. 1/84	July 1/84
	General Increases	\$20 per week	\$20 per week
	Records Clerk	\$403.93	\$423.93
	Wholesale Services (Milk) Driver	\$463.00	\$483.00
	Refrigeration/ Class "A" Mechanic	\$468.00	\$488.00
Cost of Living Bonus:	Effective December 1, 1983, \$300 per permanent, full-time employee with 12 months' continuous service. Effective April 1, 1984, \$350. Effective December 1, 1984, \$350. Pro-rated on the basis of time worked for employee with less than 12 months' service. (Previously, \$350, \$300 and \$350, effective December 1, 1981, April 1, 1982 and December 1, 1982, respectively.)		
Health and Welfare:	<u>Life Insurance</u> - Effective March 1, 1983, \$12,000 (\$10,000) coverage.		
	<u>Vision Care</u> - Effective March 1, 1983, maximum claim for eyeglasses is \$150 (\$60) every 2 years.		
	<u>Dental Plan</u> - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective upon publication, the 1983 and 1984 ODA fee schedules will be implemented. Effective January 1, 1984, periodontic and endodontic coverage is added.		
Meal Allowance:	Effective March 1, 1983, paid on the basis of 50¢ per hour for Distribution Driver, and \$1.10 per hour for Inter-Branch Driver, for all hours worked on highway trips outside city limits. Effective January 1, 1984, 55¢ and \$1.15, respectively. (Previously, a flat rate of \$4.)		
Safety Shoe Allowance:	Employer pays \$60 per pair for 2 pairs per year, upon presentation of proof that the first pair was worn out. (Previously, employer paid a maximum of \$45 per year.)		
Tool Allowance:	Employer pays a maximum of \$100 (\$85) per year. Effective in 1984, \$125 per year.		

Nabisco Brands Limited, Consumer Foods Division, formerly Nabisco Foods (Division of Christie, Brown and Company Limited), at Niagara Falls - Local 101, Firemen and Oilers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1982 to November 30, 1984, covering 252 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Dec. 1/82	Nov. 27/83
	General Increases	85¢	80¢
	Skilled Trades Adjustment	25¢	

	<u>Dec. 1/82</u>	<u>Nov. 27/83</u>
General Help (Feeder)	\$9.51 (\$8.66)	\$10.31
Electrician	\$11.51 (\$10.41)	\$12.31
Shift Premium:	0-27¢-27¢ (0-25¢-25¢).	
Paid Vacation:	Effective in 1983, 4 weeks after 12 (13) years' service, 5 weeks after 20 (22) years and 6 weeks after 29 (30) years. Effective in 1984, 6 weeks after 28 years' service.	
Health and Welfare:	<u>Life Insurance</u> - \$11,000 (\$7,000) coverage.  <u>Dental Plan (new)</u> - Effective March 1, 1983, regular full-time employees with 1 year's service contribute \$8.67 per month for a plan equivalent to Blue Cross #7. Coverage is based on the 1981 Ontario Dental Association fee schedule. Effective December 1, 1983, employee pays \$5 per month and coverage is based on the 1982 ODA fee schedule.	
Safety Shoe Allowance:	Effective January 1, 1983, employer pays a maximum of \$28 (\$25) per year.	
Tool Allowance:	Effective January 1, 1983, employer pays \$50 (\$35) per year for skilled trades employees.	
<u>William Neilson Limited at Georgetown and Toronto - Local P529A, Food and Commercial Workers (AFL-CIO/CLC):</u> A 12-month renewal agreement effective from November 28, 1982 to December 3, 1983, covering 688 employees*, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.		
	*Includes 138 employees currently on lay-off status.	
Wages:	<u>Effective</u>	<u>Nov. 28/82</u>
	General Increase	7%
	Job Class P7 (includes Packer)	\$6.77 (\$6.33)
	Job Class T2 (includes Tractor Driver)	\$10.52 (\$9.83)
	Job Class M1A (Electronic Technician)	\$13.50 (\$12.62)
Shift Premium:	27¢ (25¢) for B shift and 42¢ (35¢) for C shift. \$2.40 (\$2.25) per hour for "A" shift personnel only for hours worked prior to 6:00 a.m.	
Ice Cream Premium:	25¢ (20¢) for Toronto Plant employees.	

Paid Vacation: 4 weeks after 11 (12) years' service.

Health and Welfare: Life Insurance - \$10,000 (\$7,500) coverage.

Weekly Indemnity - Benefits increase to 70% (65%) of employee's regular rate.

Extended Health Care - Plan pays 100% (90%) of qualifying expenses subject to a \$25 deductible (unchanged).

Dental Plan - Coverage is based on the current (1982) Ontario Dental Association fee schedule.

Meal Allowance: \$3.25 (\$3.00) after 9 hours worked per shift. \$4.20 (\$3.90) for lunch and \$4.80 (\$4.50) for supper for Highway Transport Drivers.

Safety Shoe Allowance: \$46 (\$43) per year for designated personnel and \$40 (\$37) for all others.

Tool Allowance: \$37.50 (\$35) per year for Lubrication Mechanic and \$123 (\$115) for all other tradesmen.

#### TEXTILE

Burlington Canada Inc., formerly Burlington Carpet Mills Canada Limited, at Brampton  
- Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from January 1, 1983 to December 31, 1984, covering 400 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/83	Jan. 1/84
	General Increases	9%	8%
	Waste Cutter (Saw)	\$7.12 (\$6.53)	\$7.69
	Millwright	\$12.08 (\$11.08)	\$13.05

Call-In Pay: Greater of minimum of 5 (4) hours' pay for emergency recall or time and one-half for all hours worked, except for regular hours which shall be at straight time.

Shift Premium: 0-21¢-25¢ (0-16¢-20¢). Effective January 1, 1984, 0-24¢-28¢.

Paid Holiday: 1 floating day has been added for a total of 11 days.

Paid Vacation: 3 weeks after 6 (7) years' service and 4 weeks (new) after 15 years.

Health and Welfare: Major Medical - Deductibles reduced to \$10 (\$15) single and \$15 (\$25) family.

Drug Plan - Employer pays 100% (80%) of premium costs.

Dental Plan - Coverage is based on the 1982 (1979) Ontario Dental Association fee schedule. Effective January 1, 1984, the 1983 ODA fee schedule.

## KNITTING MILLS

Puretex Knitting Company Limited at Toronto - Canadian Textile and Chemical Union (CCU): A 23-month renewal agreement effective from February 27, 1983 to February 8, 1985, covering 225 employees, settled with mediation assistance. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Apr. 4/83</u>	<u>Feb. 8/84</u>
	Increases:		
	Job Group 1-7B	25¢	20¢
	Job Group 8-10	5%	4%
	Additional Adjustments	Some classification adjustments and addition of new classifications	
	Group 2 (includes Finisher)	\$5.30 (\$5.05)	\$5.50
	Group 10 (includes Head Mechanic - Knitting)	\$8.15 (\$7.76)	\$8.48
Shift Premium:	Effective February 8, 1984, 0-25¢-25¢ (0-20¢-20¢).		
Lead Hand Premium:	Effective April 4, 1983, 35¢ (25¢) per hour above his own rate or the rate of the highest classification of which he is put in charge, whichever is higher.		
Maternity Leave:	Employer will pay premium costs for health and welfare benefits up to and including the first 3 months after delivery (new).		

## CLOTHING

Kayser-Roth Canada Limited at London and Kitchener - Locals 1826 and 2387, Clothing and Textile Workers (AFL-CIO/CLC): Three 24-month renewal agreements effective from February 1, 1983 to January 31, 1985, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Feb. 1/83</u>	<u>Feb. 1/84</u>
	General Increases	35¢	30¢

	<u>Feb. 1/83</u>	<u>Feb. 1/84</u>
Additional Adjustments	10¢-30¢ at Bathurst St. Plant, 1¢-40¢ at Highbury Ave. Plant	

Highbury Ave. Plant

Marker	\$5.82 (\$5.47)	\$6.12
Mechanic (Grade A)	\$7.54 (\$7.19)	\$7.84

Probationary period is 60 worked days.

Paid Holidays: 1 floating holiday is added for a total of 24 days over 2 years

Health and Welfare: Weekly Indemnity - Benefits increase to 66 2/3% (60%) of weekly salary to a maximum of \$135 (\$100), payable on a 1-1-6-26 (1-1-8-26) basis. Effective February 1, 1984, \$150.

OHIP and Extended Health Care - Employer pays 90% (75%) of premium costs.

Safety Footwear Allowance: Employer pays 75% of the cost of any footwear up to a maximum of \$30 (previously \$15 for shoes and \$20 for boots).

FURNITURE AND FIXTURE

Heintzman Limited (Chair Division), formerly Sklar Furniture Limited (Chair Division), at Toronto - Local 51, Upholsterers (AFL-CIO/CLC):  
24-month renewal agreement effective from September 7, 1982 to September 6, 1984, covering 214 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Mar. 7/83</u>	<u>Sept. 7/83</u>	<u>Mar. 7/84</u>
General Increases		25¢	25¢	30¢
General Labour Class I		\$5.80 (\$5.55)	\$6.05	\$6.35
Maintenance Class II		\$7.66 (\$7.41)	\$7.91	\$8.21

Health and Welfare: Life Insurance and A.D. & D. - Effective September 1, 1983, \$3,000 (\$2,000) coverage.

Weekly Indemnity - Effective March 7, 1983, benefit increases to \$110 (\$100) per week. Effective March 7, 1984, \$120.

OHIP - Employer pays 50% of premium costs for the first 6 (3) months of employment and 100% thereafter.

PAPER AND ALLIED

American Can Canada Inc. at Brampton - Local 466, Printing and Graphic Communications (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1982 to October 31, 1984, covering 230 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Nov. 1/82</u>	<u>Nov. 1/83</u>
	General Increases	8%	7%
	Carton and Box Operator	\$6.65-\$7.25 (\$6.16-\$6.71)	\$7.12-\$7.76
	5-Colour Offset Pressman	\$14.39-\$15.89 (\$13.32-\$14.71)	\$15.40-\$17.00

Maximum rates for Carton and Box Operator are reached upon completion of the 45 work days probationary period and for 5-Colour Offset Pressman, after 36 months.

Shift Premium: 60¢ (50¢) for third shift workers.

Paid Vacation: 4 weeks after 13 (15) years' service.

Health and Welfare: Life Insurance - \$12,000 (\$10,000) coverage.

A.D. & D. - \$10,000 (\$8,000) coverage.

Vision Care - Maximum claim for eyeglasses is \$45 (\$30) every 2 years. Employer pays 100% of premium costs.

Dental Plan - Coverage is based on the 1982 (1980) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$11 (\$10) per month per year of service.

Safety Shoe Allowance: Employer pays \$20 per year. Effective November 1, 1983, \$25. (Previously, \$30 every 2 years.)

METAL FABRICATING

Foster Wheeler Limited at St. Catharines - Local 6519, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 2, 1983 to February 1, 1985, covering 424 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Feb. 2/83</u>	<u>Feb. 6/84</u>
	General Increases	45¢	40¢
	COLA Fold-in	20¢	
	Job Class Increments	24¢ (23¢)	25¢

	<u>Feb. 2/83</u>	<u>Feb. 6/84</u>
Labourer (Class 2)	\$8.37 (\$7.71)	\$8.78
Tool Maintenance (Class 17)	\$11.97 (\$11.16)	\$12.53
Cost of Living Provision:	Inoperative. (Previously, 1¢ per 0.4 point change in the Consumer Price Index - 1971=100, using September 1981 as the base index month. Adjusted quarterly. Triggered at 7%. Capped at 20¢.)	
Shift Premium:	Effective February 1, 1984, 0-34¢-42¢ (0-32¢-40¢).	
Paid Vacation:	4 weeks after 12 (13) years' service.	
Bereavement Leave:	1 day's paid leave to attend the funeral of son-in-law or daughter-in-law (new).	
Health and Welfare:	<u>Life Insurance, Weekly Indemnity, OHIP, Semi-Private Hospitalization, Prescription Drug, Long-Term Disability and Dental Plans - Employer pays 100% of premium costs in effect February 1, 1983, and 75% (unchanged) of any future increases.</u>  <u>Life Insurance - Effective February 1, 1983, \$15,000 (\$14,000) coverage.</u>  <u>Life Insurance for Retirees - Effective for employees retiring on or after February 1, 1983, \$2,500 (\$1,500) coverage.</u>  <u>Dental Plan - Effective February 1, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule.</u>	
Pension Plan:	<u>Basic Benefit - Effective January 1, 1983, \$11 (\$10.50) per month per year of service. Effective January 1, 1984, \$11.50.</u>	
Safety Shoe Allowance:	\$42 (\$37) per year.	

Canadian Coleman Company Limited at Toronto - Local 9049, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1982 to September 30, 1984, covering 250 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	<u>Feb. 26/83</u>	<u>Oct. 1/83</u>
Increases:		
Non-Incentive	26¢	53¢
Incentive	19¢	40¢
<u>Non-Incentive</u>		
Maintenance General Labour	\$7.59-\$7.83 (\$7.33-\$7.57)	\$8.12-\$8.36
Journeyman Electrician	\$9.88-\$10.18 (\$9.62-\$9.92)	\$10.41-\$10.71

Probationary period is 60 working days. Maximum rates are reached on merit.

Lump Sum Payment: \$100 in lieu of retroactive pay, for each employee on the payroll at date of ratification.

Health and Welfare: Dental Plan - Effective March 1, 1983, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Pension Plan: Effective October 1, 1983, \$10 (\$8) per month per year of service.

## MACHINERY

Dorr-Oliver Canada Limited at Orillia - Local 4697, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1983 to December 31, 1985, covering 352 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>	<u>Jan. 1/85</u>
	General Increases	8%	7%	6%
	Group I (includes Labourer)	\$8.10-\$8.22 (\$7.49-\$7.61)	\$8.68-\$8.80	\$9.23-\$9.35
	Group XIV (Toolmaker)	\$11.30-\$11.46 (\$10.45-\$10.61)	\$12.10-\$12.26	\$12.84-\$13.00

Previous rates reflect 15¢ COLA fold-in.

Probationary period is 30 working days. Maximum rate for Group I is reached upon completion of probationary period and for Group XIV after 6 months.

Cost of Living Provision: Inoperative. (Previously, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100. Triggered at 9.5% and adjusted monthly.)

Paid Vacation: Effective January 1, 1984, 4 weeks after 13 (14) years' service. Effective January 1, 1985, 4 weeks after 12 years.

Health and Welfare: Life Insurance - \$13,000 (\$12,000) coverage. Effective January 1, 1984, \$14,000.

Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective January 1, 1984, the 1983 ODA fee schedule. Effective January 1, 1985, the 1984 ODA fee schedule.

Safety Shoe Allowance: Employer pays \$40 (\$35) toward the cost of 1 pair per year. Effective January 1, 1984, \$45. Effective January 1, 1985, \$50.

Otis Elevator Company Limited at Hamilton - Local 7062, United Steelworkers

(AFL-CIO/CLC): A 24-month renewal agreement effective from March 29, 1983 to March 28, 1985, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Mar. 29/83	Mar. 29/84
General Increases		6%	5.5%
Labourer		\$8.98-\$9.06 (\$8.47-\$8.55)	\$9.47-\$9.56
Electronics Repairman		\$11.67-\$12.01 (\$11.01-\$11.33)	\$12.31-\$12.67

Previous rates reflect 85¢ COLA fold-in.

Probationary period is 60 working days. Maximum rates are reached after one 6-month increase and a merit increase for Labourer and after two 6-month increases and a merit increase for Electronics Repairman.

Cost of Living Provision: Inoperative. (Previously, 1¢ per 0.4 increase in the Consumer Price Index - 1971=100. Paid semi-annually and capped at 22¢ for a maximum total of 44¢ per year. Folded-in annually.)

Shift Premium: 0-25¢-30¢ (0-22¢-25¢).

Health and Welfare: Weekly Indemnity - Maximum benefit increases to \$231 (\$174) per week.

Long Term Disability - Effective October 1, 1983, benefit increases to \$600 (\$500) per month. Effective October 1, 1984, \$650.

Dental Plan - Effective April 1, 1983, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$14 (\$13) per month per year of service.

Safety Shoe Allowance: Effective January 1, 1984, employer pays \$45 (\$40) per pair per year for regular safety shoes and \$60 (\$55) per pair per year for metatarsal shoes.

TRANSPORTATION EQUIPMENT

Canadian A.S.E. Limited at Toronto - Local 8694, United Steelworkers (AFL-CIO/CLC):

A 36-month renewal agreement effective from December 12, 1982 to December 11, 1985, covering 250 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Dec. 12/82	Dec. 12/83	Dec. 12/84
Weighted Average Increases		6%	7%	8%

	<u>Dec. 12/82</u>	<u>Dec. 12/83</u>	<u>Dec. 12/84</u>
Job Level 3 (includes Assembler)	\$6.00*-\$6.25 (\$5.70-\$5.95)	\$6.60*-\$6.85	\$7.05*-\$7.30
Job Level 12 (Tool and Die Maker "A")	\$13.25-\$14.05 (\$12.70-\$13.50)	\$14.25-\$15.10	\$15.20-\$16.00

\* Start rates are 25¢ below job rates (unchanged).

Maximum rates are reached upon completion of the 60 day probationary period.

Cost of Living Allowance (new): Effective in the third contract year, 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100. One annual adjustment, using December, 1983 base index month compared to December, 1984 index. Triggers at 8%. Capped at 20¢. To be paid on last day of contract, but not folded into wages.

Shift Premium: Effective December 12, 1983, 0-35¢-40¢ (0-30¢-35¢).

Paid Vacation: Effective December 12, 1983, 4 weeks after 12 (13) years' service. Effective December 12, 1984, 4 weeks after 10 years and 5 weeks after 20 (25) years.

Health and Welfare: Life Insurance and A.D. & D. - Effective December 12, 1983, \$12,500 (\$10,000) coverage. Effective December 12, 1984, \$15,000.

Weekly Indemnity - Effective December 12, 1983, cap is removed. (Previously, capped at \$300 per week.)

Supplementary Health Care - Effective December 12, 1983, benefits are payable on a \$10/\$20 deductible and 90%/10% (80%/20%) co-insurance basis. Effective December 12, 1984, co-insurance is removed.

Dental Plan - Effective December 12, 1983, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective December 12, 1984, 80%/20% co-insurance is removed.

Meal Allowance: \$5.50 (\$5) in lieu of notification to work overtime in excess of 2 hours.

Safety Footwear Allowance: Effective March 1, 1983, \$40 for 1 pair per year. Effective December 12, 1984, \$45. (Previously, \$23 for 1 pair of shoes per year and \$30 for 1 pair of boots per year.)

Kelsey-Hayes Canada Ltd. at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from January 15, 1983 to January 14, 1986, covering 675 employees\*, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

\* Includes 80 employees currently on lay-off status.

Wages:	Effective	<u>Jan. 13/85</u>
	General Increase	3%
	COLA Fold-in	\$2.34 maximum**
	Labourer	\$9.55 (\$9.27)
	Electrician "A"	\$11.62 (\$11.28)
	Electronic Technician	\$12.17 (\$11.82)

Cost of Living Allowance:

\*\*The \$2.34 float at the end of the previous agreement or the actual float in effect on January 12, 1985 if less than \$2.34 is folded into wages effective January 13, 1985.

1¢ per 0.125 (0.3) point change in the Consumer Price Index - 1981=100 (1971=100), calculated quarterly. No cap. No minimum.

Paid Holidays:

Remembrance Day holiday eliminated leaving 6 designated days plus the Christmas holiday period running from Christmas Eve through New Year's Day for a total of 42 days over the life of the contract. (Previously, 43 days over the life of the contract.)

Paid Personal Holidays:

Effective January 1, 1983, all PPH days eliminated. (Previously 12 days over the life of the contract.)

Vacation Bonus Days:

Eliminated. (Previously, 11 days over the life of the contract.)

Health and Welfare:

Life Insurance - \$21,500 (\$19,500) coverage. Effective January 15, 1984, \$23,500. Effective January 15, 1985, \$25,000.

Long Term Disability - \$730 (\$630) per month with less than 10 years' service and \$765 (\$730) per month for 10 or more years.

Vision Care - Maximum benefit increases to \$70 (\$60) every 2 years.

Pension Plan:

Permitted Earnings Limit for Retirees - \$6,000 (\$5,500) maximum. Effective January 15, 1984, \$6,600. Effective January 15, 1985, \$7,200.

Special Payment (new) - \$300 lump sum payment for all pensioners on July 1, 1983, July 1, 1984 and July 1, 1985 and \$180 for all surviving spouses on each of these dates.

Supplementary Pension - \$15 to a maximum of 30 (25) years.

Moving Allowance:	Kilometers Between Plants	Single Employees	Married Employees
	80-159	\$580 (\$500)	\$1,290 (\$1,125)
	160-479	\$645 (\$560)	\$1,420 (\$1,240)
	480-799	\$700 (\$605)	\$1,490 (\$1,300)
	800-1,599	\$845 (\$735)	\$1,760 (\$1,535)
	1,600 or more	\$980 (\$845)	\$2,025 (\$1,760)
Safety Shoe Allowance:	\$35 (\$30) per year. Effective January 15, 1984, \$40. Effective January 15, 1985, \$45.		
Tool Insurance:	\$1,500 (\$1,000) lifetime maximum.		
Supplementary Unemployment Benefit:	Laid-off workers with 10 years seniority are eligible for full medical coverage and SUB benefits for a maximum of 104 (52) weeks.		

Sheller-Globe of Canada Ltd. (Kralinator Filters Division) at Cambridge - Local 4605, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 7, 1982 to November 6, 1984, covering 280 employees\*, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

\*Includes 70 employees currently on lay-off status.

Wages:	Effective	Nov. 7/82	Nov. 7/83
COLA Fold-in		25¢	
Increases		6% or 40¢ per hour, whichever is greater	5%
Maintenance Labour		\$6.87-\$7.53 (\$6.22-\$6.85)	\$7.21-\$7.91
Tool and Die "A"		\$10.29-\$11.28 (\$9.46-\$10.39)	\$10.81-\$11.84

Probationary period is 40 working days in a 4-month period. Maximum rates are reached on merit, but in no event later than 90 days.

Cost of Living Allowance: Effective in the second year, 1¢ per 0.3 point rise in the Consumer Price Index - 1971=100, above the October 1983 base index month. Capped at 25¢. The first adjustment reflects the change in the CPI for a 6 month period to April, 1984 and the second adjustment is for the 3 month period to July, 1984. (Basic formula is unchanged.)

Health and Welfare: Life Insurance and A.D. & D. - Effective February 18, 1983, \$10,000 (\$9,000) coverage. Effective November 7, 1983, \$11,000.

Dental Plan - Effective June 1, 1983, coverage is based on the 1982 (1980) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective February 19, 1983, \$4.00 (\$3.50) per month per year of service. Effective November 7, 1983, \$4.50.

## ELECTRICAL PRODUCTS

Crouse-Hinds Canada Limited at Toronto - Local 124, Auto Workers (CLC): A 24-month renewal agreement effective from March 13, 1983 to March 12, 1985, covering 297 employees, settled at the conciliation office stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Mar. 13/83	Mar. 13/84
General Increases		6%	5%
COLA Fold-in		80¢	
Machine Operator		\$8.18-\$8.39 (\$6.96-\$7.16)	\$8.59-\$8.81
Tool Die and Pattern Maker		\$13.36-\$13.57 (\$11.85-\$12.05)	\$14.03-\$14.25

Maximum rates are reached upon completion of the 60 (40) working days' probationary period.

Cost of Living Allowance: Inoperative in the first year. Effective March 13, 1984, 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100. Adjusted and paid quarterly. Capped at 20¢ (25¢) per year. (Basic formula is unchanged.)

Shift Premium: 0-26¢-31¢ (0-23¢-28¢).

Paid Vacation: 5 weeks after 17 (18) years' service. Effective March 13, 1984, 5 weeks after 16 years.

Health and Welfare: Weekly Indemnity - Benefit increases to \$204 (\$189) per week, payable on a 1-1-3-52 (1-1-3-39) basis. Effective March 13, 1984, \$219 per week.

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective March 13, 1984, the 1984 ODA fee schedule.

Safety Shoe Allowance: Employer pays 80% of the cost of 3 pairs per year for furnace operators, furnace tenders and platform labourers and 75% of the cost of 2 pairs per year for molders to a maximum of \$65 (\$60) per pair for foundry footwear. All other employees receive \$25 (\$20) for 1 pair per year.

## CHEMICAL AND CHEMICAL PRODUCTS

Allied Chemical Canada Ltd. at Amherstburg - Local 89, Auto Workers (CLC): A 21-month renewal agreement effective from February 7, 1983 to October 31, 1984, covering 530 employees, settled during a work stoppage. Duration of negotiations - 5 months. Previous agreement expired October 31, 1982

Wages:	Effective	<u>Nov. 1/83</u>
	General Increase	25¢
	General Labour (Labour Grade 2)	\$11.71 (\$11.46)
	Journeyman (Labour Grade 10)	\$12.99 (\$12.74)
	<u>Hiring Rate</u> - \$10 per hour with no COLA payments during the 60-calendar day probationary period (previously \$11.02 per hour plus COLA).	
Cost of Living Allowance:	\$1.74 COLA generated under the previous agreement continues to float.	
	Effective January 1, 1983, 1¢ per 0.3 point increase based on average quarterly changes in the Consumer Price Index - 1971=100, above the base index of 218. Paid as a lump sum. To be folded in at the end of the agreement with a 5¢ float remaining. (Basic formula is unchanged.)	
Health and Welfare:	<u>Life Insurance</u> - \$25,000 (\$24,000) non-contributory coverage.	
	<u>Weekly Indemnity</u> - Effective March 1, 1983, benefits increase to \$265 (\$255) per week. Effective November 1, 1983, \$275.	
	<u>Dental Plan</u> - Effective March 1, 1983, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective January 1, 1984, the 1984 ODA fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - Effective March 1, 1983, future service benefit based on employee's highest gross earnings in any 3 (5) of the last 10 years of service prior to retirement.	
	<u>Special Payment</u> - Effective December 1, 1983, a one-time lump sum payment of \$250 to current recipients of pension benefits.	
Meal Allowance:	\$7.25 (\$6.75) for dinner.	

#### MISCELLANEOUS MANUFACTURING

Honeywell Limited-Honeywell Limitee at Scarborough - Local 80, Auto Workers (CLC)  
(hourly rated employees): A 24-month renewal agreement effective from March 1, 1983 to February 28, 1985, covering 600 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Mar. 1/83</u>	<u>Mar. 1/84</u>
	General Increases	7%	6.5%
	Labour Grade 11 (includes Assembly- Light)	\$7.61-\$7.70 (\$7.11-\$7.20)	\$8.10-\$8.20

	<u>Mar. 1/83</u>	<u>Mar. 1/84</u>
Painter	\$11.11-\$11.18	\$11.83-\$11.91
Maintenance	(\$10.38-\$10.45)	
Tool and Die Maker	\$13.15-\$13.25 (\$12.29-\$12.38)	\$14.00-\$14.11
Tool Room Specialist 1	\$14.20-\$14.31 (\$13.27-\$13.37)	\$15.12-\$15.24
Shift Premium:	0-28¢-30¢ (0-26¢-28¢).	
Paid Vacation:	5 weeks after 21 (22) years' service and 6 weeks (new) after 30 years. Effective March 1, 1984, 5 weeks after 20 years.	
Health and Welfare:	<u>Weekly Indemnity</u> - Maximum benefit increases to \$231 (\$189) per week.	
	<u>Dental Plan</u> - Coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective March 1, 1984, the 1982 ODA fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - Effective for employees retiring on or after March 1, 1983, \$12.50 (\$11) per month per year of service. Effective March 1, 1984, \$13.50.	
Safety Shoe Allowance:	Employer contributes \$25 (\$20) for a maximum of 2 pairs per year.	

#### FORESTRY

Abitibi-Price Inc. (Lakehead Woodlands, Iroquois Falls Woods and White River Woods Divisions) - Locals 2693 and 2995, Carpenters (AFL-CIO): Three 24-month renewal agreements effective from September 1, 1982 to August 31, 1984, covering 850 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept.1/82</u>	<u>Mar. 1/83</u>	<u>Sept. 1/83</u>	<u>Mar. 1/84</u>
	Increases:				
	<u>Hourly-Rated</u>				
	Lakehead Woodlands and Iroquois Falls Divisions	11%, except \$1.22 on base rate		10%, except \$1.14 on base rate	
	White River Woods Division	5.5%, except 61¢ on base rate	5.5%, except 61¢ on base rate	5%, except 57¢ on base rate	5%, except 57¢ on base rate

	<u>Sept.1/82</u>	<u>Mar. 1/83</u>	<u>Sept. 1/83</u>	<u>Mar. 1/84</u>
<u>Pieceworker*</u>				
Lakehead Woodlands and Iroquois Falls Woods Divisions	9%		8%	
White River Woods Division	4.5%	4.5%	4%	4%
Silvicultural Piecework Rates	1¢ per tree		1¢ per tree	
Skilled Trades Adjustment	20¢ prior to increase for Class "A" Tradesman and up, including Carpenter			

Lakehead Woodlands and Iroquois Falls Woods Divisions

General Labourer	\$12.18 (\$10.96)	\$13.32
Class A Trades	\$15.08 (\$13.59)	\$16.59

\* The increase on piecework rates will also apply to cutting bonus, poor bush bonus and walking and riding time paid on a per cord basis. Silviculture is excluded.

Effective February 28, 1983, piecework will be implemented on full-tree and tree-length cutting and skidding operations at all Lakehead and Iroquois Falls locations (previously on a 3-month voluntary trial basis at Lakehead).

Shift Premium: 0-37¢-45¢ (0-32¢-35¢).

Bereavement Leave: 5 (3) days' paid leave in the event of death of spouse or child.

Health and Welfare: Medical, Surgical, Drug and Hospital Care - Employer contributes \$32.08 (\$23.13) per month for single employee and \$65.99 (\$47.27) per month for married employee.

Life Insurance - \$30,000 (\$25,000) coverage.

Weekly Indemnity - Effective March 1, 1983, maximum benefit increases to \$300 (\$275) per week, payable on a 1-3-3-52 (1-3-52) basis. Effective September 1, 1983, \$315.

Long Term Disability - Effective March 1, 1983, maximum benefit increases to \$1,400 (\$1,300) per month.

Dental Plan - Effective March 1, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective September 1, 1983, the 1982 ODA fee schedule.

Mileage Allowance: 19¢ (17¢) per kilometer.

Protective Clothing Subsidy: Employer will sell to employee, safety pants at \$7 (\$6) and safety boots at \$10 (\$8) below invoice price.

Travel Allowance: Current allowances increase by 10% (previously \$2.07-\$14.35, according to camp location). Effective September 1, 1983, a further 9% increase.

Power Saw Rental: Employer pays \$9.50 (\$8.50) per day when felling and limbing and \$10.50 (\$9.50) per day when bucking at a landing on a skidding operation.

Great Lakes Forest Products Limited, Thunder Bay Woodlands Operations and Dryden Woodlands Operations - Local 2693, Carpenters (AFL-CIO) (lumber and sawmill workers): Two 24-month renewal agreements covering 1,600 employees, effective from September 1, 1982 to August 31, 1984, at Thunder Bay Woodlands Operations and effective from October 1, 1982 to September 30, 1984, at Dryden Woodlands Operations, settled with mediation assistance. Duration of negotiations - 5 1/2 months.

Wages: Effective

	Sept. 1/82 Oct. 1/82	Sept. 1/83 Oct. 1/83
Thunder Bay Woodlands		
Dryden Woodlands		
Increases:		
<u>Hourly-Rated</u>	11%, except \$1.22 on base rate	10%, except \$1.14 on base rate
<u>Pieceworker*</u>	9%	8%
Skilled Trades Adjustment	20¢ for Class A Tradesman and above, prior to general increase	
Silvicultural Piecework Rates	1¢ per tree	1¢ per tree
Labourer, General	\$12.18 (\$10.96)	\$13.32

Thunder Bay Woodlands Dryden Woodlands	<u>Sept. 1/82</u> <u>Oct. 1/82</u>	<u>Sept. 1/83</u> <u>Oct. 1/83</u>
Operator, Feller Buncher (Dryden)	\$13.06 (\$11.77)	\$14.37
Mechanic "A" Class (Thunder Bay)	\$15.08 (\$13.39)	\$16.59

\* The increase on piecework rates will also apply to cutting bonus, bush bonus and walking and riding time on a per cord basis. Silviculture is excluded.

Effective April 27, 1983, at Thunder Bay Operations and effective May 1, 1983, at Dryden Operations, piecework to be implemented on the Cut and Skid Treelength and Full Tree operations.

Shift Premium: 0-37¢-45¢ (0-32¢-35¢).

Bereavement Leave: Effective February 25, 1983, 5 (3) days' paid leave to attend the funeral of a spouse or child.

Health and Welfare: Medical, Surgical, Drug and Hospital Care Plan - Effective March 1, 1983, employer contributes \$32.08 (\$23.13) per month for single employee and \$65.99 (\$47.27) per month for married employee.

Life Insurance - Effective March 1, 1983, \$30,000 (\$25,000) coverage.

Weekly Indemnity - Effective March 1, 1983, maximum benefit increases to \$300 (\$275) per week, payable on a 1-3-52 basis. Effective September 1, 1983, at Thunder Bay and effective October 1, 1983, at Dryden, \$315.

Dental Plan - Effective March 1, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective September 1, 1983, at Thunder Bay and effective October 1, 1983, at Dryden, the 1982 ODA fee schedule.

Mileage Allowance: Effective February 25, 1983, 19¢ (17¢) per kilometer.

Protective Clothing Subsidy: Effective February 25, 1983, employer will sell to employee, safety gloves at \$7 (\$5), safety pants at \$7 (\$6) and safety boots at \$10 (\$8) below invoice price.

Travel Allowance (Thunder Bay) Effective February 25, 1983, current allowances increase by 10% (previously \$6.20-\$19.85, according to camp location). Effective September 1, 1983, a further 10% increase.

Power Saw Rental: Employer pays \$9.50 (\$8.50) per 8 hour day when felling and limbing and \$10.50 (\$9.50) per day when bucking at a landing on a skidding operation.

## ELECTRIC POWER, GAS AND WATER UTILITIES

Toronto Electric Commissioners and Toronto Hydro-Electric System - Local 1, Canadian Union of Public Employees (CLC) (hourly-rated, clerical and technical employees): Two 12-month agreements effective from February 1, 1983 to January 31, 1984, covering 952 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreements were effective from February 1, 1982 to January 31, 1984.

Wages:	Effective	<u>Feb. 1/83</u>
	General Increase	5%, with a minimum of \$1,000 per year
	Labourer	\$11.64-\$11.93 (\$11.09-\$11.36)
	Journeyman A	\$15.68 (\$14.93)

### Weekly Rates

Clerk Grade 1	\$286.80-\$411.35 (\$267.55-\$391.75)
Technical Assistant Grade 3	\$610.40-\$707.35 (\$581.35-\$673.65)

Probationary period is 6 months. Maximum rates are reached on merit.

Cost of Living Provision:

Suspended. (Previously, wage rates were adjusted upward to the nearest 1/10% that the cost of living exceeded 9% based on the increase in the Consumer Price Indices published in January 1982 and January 1983. Effective in the second contract year, 1% per full 1% change in the CPI - 1971=100, above the wage adjustment for that year, using January 1983 as the base index month. Folded into wages commencing the first payroll period following publication of the CPI and adjusted every 2 months thereafter.)

For details of previous agreement, see page 67 of the February, 1982 Report.

## EDUCATION AND RELATED SERVICES

Carleton Board of Education - Federation of Women Teachers' Association of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 1,210 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	General Increases	8.93%*	5%

	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Teacher-Level D 0-6 years	\$15,397-\$20,561 (\$14,135-\$18,875)	\$16,167-\$21,589
Teacher-Level A1 0-10 years	\$20,860-\$33,333 (\$19,150-\$30,600)	\$21,903-\$34,999
Teacher-Level A4 0-5 years	\$23,769-\$40,435 (\$21,820-\$37,120)	\$24,957-\$40,457
Principal 0-5 years	\$40,625-\$48,850 (\$37,295-\$44,845)	\$42,656-\$51,293

\* An additional .07% is diverted to fund improved benefits.

Responsibility Allowance:	Vice-Principal 0-5 years	\$3,260-\$3,813 (\$3,000-\$3,500)	\$3,431-\$4,003
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Health and Welfare: Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Psychological Services Plan (new) - Employer will contribute 90% of premium costs. Further details are not available.

Halton Board of Education - Ontario Secondary School Teachers' Federation (Ind): A 12-month agreement effective September 1, 1982 to August 31, 1983, covering 1,137 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	8.8%*
	Teacher-Category I 0-9 years	\$18,888-\$32,079 (\$17,360-\$29,484)
	Teacher-Category IV 0-12 years	\$23,191-\$40,761 (\$21,315-\$37,464)
	Vice Principal 0-3 years	\$44,501-\$47,178 (\$40,902-\$43,362)
	Principal 0-4 years	\$48,236-\$54,399 (\$44,335-\$49,999)

\*An additional 0.2% is diverted towards the cost of funding the Dental Plan.

Responsibility Allowances:	Consultant and Special Services Liaison	\$3,270 (\$3,000)
	Head and Director	\$3,706 (\$3,400)
	Associate Head	\$2,834 (\$2,600)

Health and Welfare: Dental Plan - Effective April 1, 1983, employer pays 75% (85%) of premium costs towards Sun Life Dental Plan (previously Blue Cross #7 Plan) or its equivalent based on the current Ontario Dental Association fee schedule.

Muskoka Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A  
24-month agreement effective from September 1, 1982 to August 31, 1984, covering 265 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/82	Sept. 1/83
	General Increases	9%	5%
	Teacher Category 1 0-5 years	\$13,095-\$19,401 (\$12,014-\$17,799)	\$13,750-\$20,371
	Teacher Category 4 0-10 years	\$17,738-\$30,807 (\$16,273-\$28,263)	\$18,625-\$32,347
	Teacher Category 7 0-13 years	\$20,231-\$37,420 (\$18,561-\$34,330)	\$21,243-\$39,291

Responsibility  
Allowances:

Principals

A School	\$9,031 (\$8,285)	\$9,483
B School	\$7,371 (\$6,762)	\$7,740
C School	\$1,889 (\$1,733)	\$1,983

Vice-Principals

A School	\$4,532 (\$4,158)	\$4,759
B School	\$2,393 (\$2,195)	\$2,513
C School	\$195 (\$179)	\$205
Divisional Co-ordinator	\$4,376 (\$4,015)	\$4,595
Divisional Consultant	\$1,877 (\$1,722)	\$1,971
Resource Teacher	\$818 (\$750)	\$859

Extra Degree Allowances: \$916 (\$840) for a Masters and \$1,216 (new) for a Doctorate.  
Effective September 1, 1983, \$962 and \$1,277, respectively.

Norfolk County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A  
12-month agreement effective from September 1, 1982 to August 31, 1983, covering 287 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/82
	General Increase	8.81%
	Teacher-Category D 0-5 years	\$14,309-\$20,130 (\$13,150-\$18,500)
	Teacher-Category A1 0-10 years	\$18,770-\$30,900 (\$17,250-\$28,400)
	Teacher-Category A4 0-10 years	\$22,632-\$39,172 (\$20,800-\$36,000)

Sept. 1/82

Principal A	\$41,238-\$46,462 (\$37,900-\$42,700)
Principal B	\$37,974-\$42,762 (\$34,900-\$39,300)
Principal C	\$35,798-\$40,150 (\$32,900-\$36,900)

Responsibility  
Allowances:

Vice-Principal

Schools with 10-15.9 teachers*	\$2,829 (\$2,600)
Schools with 16 or more teachers*	\$3,264 (\$3,000)

\*including the Principal

Resource Teacher (new)	\$1,175
Co-ordinator (new)	\$3,000
Supervisor (new)	\$5,000

Bereavement  
Leave:

2 days' paid leave in the event of death of brother-in-law, sister-in-law, uncle, aunt, nephew and niece and up to 3 days' paid leave for all other members of the immediate family. (Previously, up to 3 days as authorized by the Principal, or beyond the third day where authorized by the Director of Education or his designate.)

Miscellaneous  
Leave:

Paid leave up to a maximum of 10 half teaching days per year may be taken singly or collectively as follows: Up to 1 day to attend teacher's own graduation or that of an immediate family member (unchanged); to write a final examination (unchanged); to attend a funeral other than those provided for in the Bereavement Leave clause (new); to attend a wedding involving an immediate family member (unchanged); to obtain medical treatment or consultation for an immediate family member, where circumstance or distance warrant (new); and to attend court as party to a civil action (unchanged). Also, time off for caring for an immediate family member in the case of serious injury, critical illness or requiring hospital attendance (new). Up to 3 days for travel time required in conjunction with any of the leaves provided for above (new).

Health and  
Welfare:

The following benefits are effective April 1, 1983:

Life Insurance - \$150,000 (\$100,000) coverage.

Extended Health Care - Employer pays 75% of premium costs. Current plan continues in force until March 31, 1983. Effective April 1, 1983, prescription drug cards with no deductible. Also added, prescription eye glasses, frames and contact lenses, to a maximum of \$100 per person every 2 years and hearing aids to a maximum of \$300 per person every 2 years.

Long Term Disability - Benefits increase to 60% (66%) of monthly earnings to a maximum of \$4,500 (\$2,000). Plan provides 6% of basic monthly earnings payable to the Superannuation Commission, with benefits commencing the 61st working day or after the expiration of sick leave credits. Plan includes 6% COLA.

Dependant Term Insurance - \$10,000 (\$5,000) for spouse and \$3,000 (\$2,500) per dependant child.

Dental Plan - Major restorative and denture coverage are added up to a maximum of \$1,000 with 50% co-insurance. Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Early Retirement Incentive Plan (new): Effective until August 31, 1985, full-time employees aged 55 or more with 10 years' consecutive service and on permanent contract with the Board are eligible for a single lump sum payment of \$2,600-\$13,000 depending on their age as of the date of retirement. The retiree may continue to participate in employee benefit programs for which he/she qualifies until age 65, at his/her own expense.

Federation Leave: Up to 30 days per school year for each branch affiliate President or designate.

Northumberland and Newcastle Board of Education - Local 1206, Canadian Union of Public Employees (CLC): A 12-month agreement effective from November 29, 1982 to November 28, 1983, covering 200 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Nov. 29/82
	General Increase	5%, with a minimum of \$875 per year
	Job Class 11 Labourer	\$8.15 (\$7.73)
	Job Class 5 Custodian	\$8.45 (\$8.03)
	Job Class 9 Maintenance Man	\$9.33 (\$8.89)

Timmins Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1982 to August 31, 1983, covering 213 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/82
	General Increase	9%

Sept. 1/82

Teacher - Category 1 0-10 years	\$19,408-\$31,808 (\$17,802-\$29,182)
Teacher - Category 4 0-12 years	\$23,102-\$40,022 (\$21,189-\$36,717)
Vice-Principal 0-4 years	\$45,173-\$48,979 (\$41,443-\$44,935)
Principal 0-4 years	\$50,331-\$54,660 (\$46,175-\$50,147)
Responsibility Allowances:	
Commercial and Technical Directors	\$3,843 (\$3,526)
Major Head	\$3,446 (\$3,162)
Minor Head	\$2,652 (\$2,433)
Assistant Head, Assistant Technical Director and Assistant Commercial Director	\$1,739 (\$1,595)
Co-ordinator (ES Theriault)	\$1,395 (\$1,280)
Social Education Programmer	\$1,792 (\$1,644)

Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide - Ontario Public Service Employees' Union (NUPGE) (CLC) (academic staff, counsellors and librarians): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 7,060 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	General Increases	9%	5%, with a minimum of \$1,000 per year
Instructor 0-10 steps	\$17,915-\$30,416 (\$16,436-\$27,905)		\$18,915-\$31,937
Teaching Master and Counsellor 0-16 steps	\$20,985-\$40,984 (\$19,252-\$37,600)		\$22,034-\$43,033
Librarian 1 0-6 steps	\$21,710-\$29,211 (\$19,917-\$26,799)		\$22,796-\$30,672
Librarian 2 0-6 steps	\$25,422-\$32,921 (\$23,323-\$30,203)		\$26,693-\$34,567

HEALTH AND WELFARE SERVICES

Ottawa Civic Hospital and 71 other Ontario hospitals - Various locals, Canadian Union of Public Employees (CLC) (service, paramedic and office employees): Several 12-month agreements\* effective from

September 29, 1982 to September 28, 1983, covering 18,000 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

\*The actual number of agreements exceeds 72 since some participating hospitals have separate contracts with their full-time service employees, part-time service employees and office staff.

Wages:	Effective	<u>Sept. 29/82</u>
	General Increase	9%
	<u>Ottawa Civic Hospital</u>	
	Ward Housekeeper	\$8.23-\$8.46 (\$7.55-\$7.76)
	R.N.A.	\$8.97-\$9.46 (\$8.23-\$8.68)
	Plasterer	\$11.55 (\$10.60)

Probationary period is 45 days of work. Maximum rates for Ward Housekeeper are reached after 2 annual increases and for R.N.A. after 3 annual increases.

Riverdale Hospital at Toronto - Local 79, Canadian Union of Public Employees (CLC)  
(nurses and paramedical unit): A 12-month agreement effective from October 1, 1982 to September 30, 1983, covering 200 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Oct. 1/82</u>
	General Increase	9%
	<u>Monthly Rates</u>	
	Graduate Nurse	\$2,275* (\$2,086)
	Registered Nurse 0-7 years	\$2,071-\$2,360 (\$1,900-\$2,165)
	Speech Therapist 0-5 years	\$2,083-\$2,412 (\$1,911-\$2,213)

\*Increase is equivalent to 96.4% of the top step of the Registered Nurse rate. As of December 31, 1983, the Graduate Nurse classification will be deleted and any employee who has not qualified as a Registered Nurse or a R.N.A. will be reclassified

into a position equal to the top rate of the Nursing Attendant, as set out in the Service Unit agreement. Increases negotiated after December 31, 1983 will not affect their wage rate until the top step of the Nursing Attendant rate equals or exceeds their December 31, 1983 wage rate.

St. Joseph's Hospital at London - Local, 220, Service Employees International

(AFL-CIO/CLC): A 12-month agreement effective from January 19, 1983 to January 18, 1984, covering 400 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 19/83</u>
	General Increase	5%
	Group 1 (includes Dietary Aid I)	\$8.37-\$8.47 (\$7.97-\$8.07)
	Group 9 (includes R.N.A.)	\$9.39-\$9.52 (\$8.94-\$9.07)
	Group 24 (includes Electrician)	\$11.87 (\$11.30)

Probationary period is 45 working days. Maximum rates for Dietary Aid I and R.N.A. are reached after two 1-year increases.

St. Thomas-Elgin General Hospital at St. Thomas - Local 220, Service Employees

International (AFL-CIO/CLC): Two 12-month agreements effective from January 19, 1983 to January 18, 1984, covering 473 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan.19/83</u>
	General Increase	5%
	<u>Full-time and Part-time</u>	
	General Kitchen Help	\$8.36-\$8.47 (\$7.96-\$8.07)
	R.N.A./Orderly	\$9.37-\$9.53 (\$8.92-\$9.08)
	Electrician	\$10.76-\$10.93 (\$10.25-\$10.41)

Probationary period is 45 working days. Maximum rate for General Kitchen Help is reached after 12 months, for R.N.A./Orderly after 18 months and for Electrician after 6 months.

Toronto General Hospital and 139 other Ontario hospitals - Ontario Nurses'

Association (Ind.): Several 24-month agreements effective from October 1, 1982 to September 30, 1984, covering 29,600 employees revised subject to the provisions of the Inflation Restraint Act 1982.

Wages:	Effective	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>
	General Increases	9%	5%
	<u>Toronto General Hospital</u>		
	<u>Full-time</u> (monthly rates)		
	Graduate Nurse	\$1,969.63 (\$1,807.00)	\$2,068.11
	Registered Nurse 0-7 years	\$2,071.00-\$2,359.85 (\$1,900.00-\$2,165.00)	\$2,174.55-\$2,477.84
	Assistant Head Nurse 0-7 years	\$2,149.48-\$2,440.51 (\$1,972.00-\$2,239.00)	\$2,256.95-\$2,562.63
	<u>Part-time*</u> (hourly rates)		
	Registered Nurse 0-7 years	\$12.74-\$14.52 (\$11.69-\$13.32)	\$13.38-\$15.25

\*Rates are exclusive of 14% payment in lieu of fringe benefits.

Victoria Hospital Corporation at London - Local 220, Service Employees International

(AFL-CIO/CLC) (full-time employees): Two 12-month agreements effective from January 19, 1983 to January 18, 1984, covering 1,374 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 19/83</u>
	General Increase	5%
	Housekeeping Aide	\$8.37-\$8.47 (\$7.97-\$8.07)
	R.N.A.	\$9.39-\$9.52 (\$8.94-\$9.07)
	Electrician	\$11.87 (\$11.30)

Probationary period is 45 working days. Maximum rates for R.N.A. and Housekeeping Aide are reached after two annual increases.

Victoria Hospital Corporation at London - Local 220, Service Employees International (AFL-CIO/CLC) (part-time employees): A 12-month agreement effective from January 19, 1983 to January 18, 1984, covering 352 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages are the same as reported for the full-time unit shown on page 80.

#### PERSONAL SERVICES

The Textile Rental Institute of Ontario (Industrial and Commercial Division) at Toronto, Stoney Creek and Mississauga - Local 351, Textile Processors (Ind.) (previously Laundry Workers (CLC)): A 24-month renewal agreement effective from January 1, 1983 to December 31, 1984, covering 1,900 employees\*, settled at the bargaining stage. Duration of negotiations - 1 month.

Previous agreement scheduled to expire December 31, 1983 was terminated early due to unsuccessful wage re-opener negotiations.

\* Includes 190 employees currently on lay-off status.

Wages:	Effective	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
	Increases:		
	General Help	30¢	40¢
	Classified Help	35¢	45¢
	Maintenance (certified or equivalent)	45¢	55¢
	General Help	\$5.70 (\$5.40)	\$6.10
	Classified Help	\$7.00 (\$6.65)	\$7.45
	Maintenance (certified or equivalent)	\$8.35 (\$7.90)	\$8.90

Canadian National Institute for the Blind (Ontario Division), province-wide - Local 681, Service Employees International (AFL-CIO/CLC): A 12-month renewal agreement effective from February 1, 1983 to January 31, 1984, covering 372 employees settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 1/83</u>
	General Increase	5%

Feb. 1/83

General Help	\$5.82 (\$5.54)
Vending Technician	\$7.59-\$9.10 (\$7.23-\$8.67)

Probationary period is 50 days worked for all new employees except employees rehired within 1 year. Maximum rates for Vending Technician are reached after two 6-month and one 12-month increases.

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (data processing group): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from February 7, 1983 to February 6, 1985, covering 1,785 Ontario employees.

Wages:	Effective	<u>Feb. 7/83</u>	<u>Feb. 7/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	Data Processing Sub-Group		
	DA-PRO-1	\$12,716-\$18,270 (\$11,996-\$17,236)	\$13,352-\$19,184
	DA-PRO-7	\$32,280-\$35,362 (\$30,453-\$33,360)	\$33,894-\$37,130
	Data Conversion Sub-Group		
	DA-CON-1	\$12,765-\$16,713 (\$12,042-\$15,767)	\$13,403-\$17,549
	DA-CON-8	\$29,142-\$31,916 (\$27,492-\$30,109)	\$30,599-\$33,512

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

#### LOCAL ADMINISTRATION

Halton Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 275 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Constable	\$20,655.16
	Fourth Class	(\$19,671.58)
	Constable	\$31,285.10
	First Class	(\$29,795.33)
	Staff Sergeant	\$36,249.97
		(\$34,523.78)

Hamilton City Corporation - Local 288, Fire Fighters (AFL-CIO/CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 425 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Fire Fighter	\$25,019.43
	III Class	(\$23,828.03)
	Fire Fighter	\$31,272.01
	I Class	(\$29,782.89)
	Assistant	\$43,204.77
	Deputy Chief	(\$41,147.32)

North York City Corporation - Local 94, Canadian Union of Public Employees (CLC)  
(outside, clerical, technical, health and dental employees):  
Three 12-month agreements effective from January 1, 1983 to December 31, 1983, covering 1,276 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%, with a minimum of \$1,000 per year
	<u>Outside Employees</u>	
	Labourer	\$10.21
	(Regular)	(\$9.72)
	Wage Group 2	
	Truck Driver	\$11.09
	(Garbage)	(\$10.56)
	Wage Group 9	
	Automotive Mechanic	\$13.11
	Wage Group 17	(\$12.49)

Jan. 1/83

Clerical/Technical  
Employees

Weekly Rates

Clerk Typist Wage Group 3	\$319.14-\$358.49 (\$299.91-\$339.26)
Draftsman, Senior Wage Group 10	\$448.89-\$521.05 (\$427.51-\$496.24)
Civil Technologist Grade 4, Wage Group 6	\$572.51-\$649.81 (\$545.25-\$618.87)
<u>Dental Hygienists</u>	\$409.78-\$469.54 (\$390.27-\$447.18)

Probationary period is 6 months for Dental Hygienists and 3 months for Clerical/Technical employees. Maximum rates are reached after 3 annual increases.

North York City Corporation - Local 752, Fire Fighters (AFL-CIO/CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 628 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:                      Effective                      Jan. 1/83

General Increase                      5%

Annual Rates

Fire Fighter 4th Class	\$23,901 (\$22,763)
Fire Fighter 1st Class	\$31,868 (\$30,350)
Platoon Chief	\$47,802 (\$45,525)

Health and                      Dental Plan: Coverage is based on the 1983 (1982) Ontario Dental  
Welfare:                      Association fee schedule.

Peel Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 714 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:                      Effective                      Jan. 1/83

General Increase                      5%

<u>Annual Rates</u>	<u>Jan. 1/83</u>
Cadet -	\$16,289
3rd Class	(\$15,513)
Constable -	\$24,484
3rd Class	(\$23,318)
Constable -	\$31,313
1st Class	(\$29,822)
Staff Sergeant	\$36,751
	(\$35,001)

Lump Sum Payment: \$525 (\$500) for Sergeant, Detective Sergeant, Staff Sergeant and Detective. Pro-rated for Constable if appointed to the above ranks.

Scarborough Borough Corporation - Local 545, Canadian Union of Public Employees (CLC)  
(office, clerical and technical employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 425 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages: Effective Jan. 1/83  
General Increase 5%

<u>Annual Rates</u>	
Group 2 (includes Junior Records Clerk)	\$12,724-\$13,758 (\$12,118-\$13,103)
Group 18 (includes Technical Planner [Works])	\$29,733-\$36,831 (\$28,317-\$35,077)

Probationary period is 65 working days. Maximum rates for Junior Records Clerk are reached after 18 months, and for Technical Planner [Works] after 54 months.

Scarborough Borough Corporation - Local 368, Canadian Union of Public Employees (CLC)  
(outside employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 591 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages: Effective Jan. 1/83  
General Increase 5%

Group 404 - Labourer (after probation)	\$10.37 (\$9.88)
Group 423 (includes Arena Operator)	\$11.51 (\$10.96)
Group 441 (includes Licensed Mechanic)	\$13.11 (\$12.49)

Scarborough Borough Corporation - Local 626, Fire Fighters (AFL-CIO/CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 440 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	<u>Annual Rate</u>	
	4th Class Fire Fighter	\$23,911 (\$22,772)
	1st Class Fire Fighter	\$31,881 (\$30,363)
	Assistant Deputy Chief	\$49,735 (\$47,366)

Windsor City Board of Commissioners of Police - Police Association (Ind.) (Unit A): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 344 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Police Constable 4th Class -Level II	\$22,043 (\$20,993)
	Police Constable 1st Class	\$31,292 (\$29,802)
	Staff Inspector	\$45,017 (\$42,873)

#### ADDENDUM

#### January 1983 Settlements

#### FOOD AND BEVERAGE

Corby Distilleries Limited at Corbyville - Local 96, Distillery Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 1, 1982 to September 30, 1985, covering 210 employees, settled at the conciliation officer stage and ratified in January, 1983. Duration of negotiations - 8 months.

Wages:	Effective	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>	<u>Oct. 1/84</u>
	General Increases	40¢	35¢	30¢
	COLA Fold-in	\$1.62		

	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>	<u>Oct. 1/84</u>
General Helper - Bottling Lines	\$9.65-\$9.75 (\$7.63-\$7.73)	\$10.00-\$10.10	\$10.30-\$10.40
2nd Class Engineer	\$11.21 (\$9.19)	\$11.56	\$11.86

Probationary period is 60 working days. Maximum rate for General Help is reached after two periods of 60 working days.

Cost of Living Allowance:

Effective January 1, 1983, quarterly adjustments of 1¢ per 0.45 point increase in the Consumer Price Index - 1971=100. Paid weekly. (Basic formula is unchanged.)

Paid Vacation:

Effective October 1, 1983, 4 weeks after 11 years' service (previously 4.6 weeks after 12 years). Effective October 1, 1984, 4 weeks after 10 years.

Health and Welfare:

Dependant Life Insurance - Employer pays 100% of premium costs for \$10,000 (\$2,500) coverage. Employee may purchase up to \$20,000 (\$14,000) optional coverage at 45¢ per \$1,000 per month.

Drug Plan - Effective October 1, 1983, 100% (80%) reimbursement after deductibles of \$15 single/\$25 family.

Dental Plan - Effective October 1, 1983, plan provides 50% coverage for major restorative work (new).

Pension Plan:

Basic Benefit - \$16 (\$13) per month per year of service for plan members and \$10.50 (\$9) for non-members, for normal and early retirement.

Early Retirement - Eligibility for an unreduced pension is 6 months' continuous service or 5 years' seniority plus 90 retirement points (previously age 60 plus 90 retirement points). Employee age 55, with less than 90 retirement points may retire with a reduced pension of 1/4 of 1% per month by which retirement precedes age 60 with 30 years' service or age 65 with less than 30 years' service.

Bridging Settlement - Formula revised to provide a benefit of \$250 per month reduced by CPP disability benefits for employee age 60 with 30 years' service. (Previously, \$7 per month per year of service to a maximum of 25 years.)

Pre-Retirement Death Benefit - Spouses' benefit frozen as at September 30, 1982.

Supplemental Unemployment Benefit (new):

Benefit when added to an eligible employee's Unemployment Insurance benefit will equal the UIC maximum insurable earnings in effect.

CHEMICAL AND CHEMICAL PRODUCTS

Polysar Limited at Sarnia - Local 914, Energy and Chemical Workers (CLC): A 12-month renewal agreement effective from March 8, 1983 to March 7, 1984, covering 1,700 employees, settled at the bargaining stage and ratified in January, 1983. Duration of negotiations - 1 month.

Wages:	Effective	Mar. 1/84
	General Increase	6%
	Labourer	\$10.56 (\$9.96)
	Class 1 Mechanic	\$15.32 (\$14.45)
	Operator, Lead Technician	\$16.17 (\$15.25)
Shift Premiums:	<u>Eight Hour Shifts</u> - Effective March 1, 1984 29¢-57¢-\$1.01 (27¢-54¢-95¢).	
	<u>Twelve Hour Shifts</u> - Effective March 1, 1984, 38¢ (36¢) day; 86¢ (81¢) night.	
Health and Welfare:	<u>Weekly Indemnity</u> - Effective March 1, 1984, benefits increase to \$250-\$405 (\$235-\$380) depending on Job Class.	
	<u>Dental Plan</u> - Coverage continues to be based on the current Ontario Dental Association fee schedule.	
Pension Plan:	<u>Early Retirement</u> - Employee may retire at age 60 (62) with an unreduced pension and at age 55 with a reduced benefit of 5% per year up to age 60, providing age plus years of service total 85.	

HEALTH AND WELFARE SERVICES

Durham Regional Municipality (Homes for the Aged) - Local 132, Canadian Union of Public Employees (CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 440 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in January, 1983.

Wages:	Effective	Jan. 1/83
	General Increase	5%
	Housekeeping Aide	\$8.11 (\$7.72)
	Maintenance Worker II	\$9.81 (\$9.34)

LOCAL ADMINISTRATION

Durham Regional Municipality (Works Department) - Local 1785, Canadian Union of Public Employees (CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 235 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in January, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	Labourer	\$10.01 (\$9.53)
	Mechanic 2 (Licensed)	\$12.13 (\$11.55)

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC)  
(outside employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 356 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in January, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	Labourer	\$9.94 (\$9.47)
	Journeyman Plumber	\$12.52 (\$11.92)

Previous rates reflect 3¢ COLA fold-in made November, 1982, and a further 6¢ fold-in on December 31, 1982.

Cost of Living Provision: Inoperative. (Previously, 3¢ per hour per 1.0 point rise in the Thunder Bay Consumer Price Index - 1971=100, using December 1981 as the base index month. Triggered at 8%. Folded in monthly).

Windsor City Corporation, Department of Public Works and Department of Parks and Recreation - Local 82, Canadian Union of Public Employees (CLC)  
(outside employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 320 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in January, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	Labourer	\$9.75-\$10.19 (\$9.29-\$9.70)

	<u>Jan. 1/83</u>
Certificated	\$12.57
Motor Mechanic	(\$11.97)
Electronic	\$13.76
Technician	(\$13.10)

Maximum rate for Labourer is reached upon completion of the 90 calendar days probationary period.

#### ERRATUM

The following settlement was reported incorrectly in the November, 1982 report on page 671:

Motor Transport Industrial Relations Bureau of Ontario (Inc.) (General Freight and General Maintenance Divisions) sytem-wide - Locals 91, 141, 879, 880 and 938, Teamsters (Ind.) (2,800 drivers and dock employees and 400 garage and maintenance employees)

Wages:	Effective	<u>Nov. 21/82</u>	<u>Oct. 1/83</u>	<u>Oct. 1/84</u>
	<u>Maintenance Agreement</u>			
	Skilled	\$12.71-\$12.81	\$13.46-\$13.56	\$14.46-\$14.56
	Classification	(\$11.46-\$11.56)		
	No. 1			

The following settlement was reported incorrectly in the January, 1983 Report on page 17:

Brazeau Transport Inc., province-wide - Locals 91, 879 and 938 Teamsters (Ind.)

Wages:	Effective	<u>Nov. 22/82</u>	<u>Oct. 1/83</u>	<u>Oct. 1/84</u>
	Skilled	\$12.71-\$12.81	\$13.46-\$13.56	\$14.46-\$14.56
	Classification	(\$11.46-\$11.56)		
	No. 1			

Mileage Rates - Drivers on highway operations: Effective November 22, 1982, 26.04¢-26.44¢ (24.04¢-24.44¢) per mile, depending on number of axles. Effective October 1, 1983, 27.54¢-27.94¢. Effective October 1, 1984, 29.54¢-29.94¢. Additional premium for double and triple hook-ups apply.

The following settlement was reported incorrectly in the January, 1983 Report on page 20:

East York, Etobicoke and York Borough Boards of Education - Ontario Secondary School Teachers' Federation (Ind.)

Wages:	Effective	<u>Sept. 1/82</u>
	<u>Principal</u>	
	Junior High School*	\$48,439-\$52,339
	0-3 years	(\$44,439-\$48,017)
	Secondary School	\$50,590-\$54,487
	0-3 years	(\$46,413-\$49,988)

\* Only East York Borough Board of Education has Junior High School Principal and Vice-Principal.

Previous rates for Principal include a \$600 annual Expense Allowance which was already paid as part of annual salary at York Board and paid as a separate allowance at East York and Etobicoke Boards. Effective September 1, 1982, the \$600 allowance is incorporated into annual salaries at East York and Etobicoke prior to applying the general increase.

Cost of Living  
Provision: Deleted.

Negotiations in Progress during February 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
A.C.F. Canada Ltd. (Carter Carburetor Div.), Bramalea	Machinists (AFL-CIO/CLC)	242	B
American Can Canada Inc., Marathon	Carpenters (AFL-CIO)	240	C
Anchor Cap and Closure Corp. of Canada Ltd. and Plasticap Ltd. - Premier Plastics Ltd., Toronto	Electrical Workers (UE) (CLC)	302	C
Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River	Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC) (production and maintenance empls.)	409	B
Brampton City Corp.	CUPE (CLC)	200	C
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	417	B
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	M
CAE-Montupet Diecast, St. Catharines	Machinists (AFL-CIO/CLC)	209	MED
Cambridge Towel Corp. and Elco Kitchen Products, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	220	B
Canadian Cannery Ltd., Simcoe	Food and Commercial Workers (AFL-CIO/CLC)	210	C
Canadian General Electric, Barrie, Burlington, Caledonia, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,900	CO
Canadian General Electric Co. Ltd., Guelph, Peterborough and Toronto	Technical Engineers (AFL-CIO/CLC)	240	B
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC) (production and maintenance empls.)	280	B
Canadian Red Cross Society (Blood Transfusion Service), Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	225	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	M

Negotiations in Progress during February 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Champion Spark Plug Co. of Canada Ltd., Windsor	Auto Workers (CLC) (production and maintenance empls.)	288	WS
Chatham Public General Hospital Society	Service Employees Intl. (AFL-CIO/CLC)	210	B
A. R. Clarke and Co. Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	234	CO
Connaught Laboratories Ltd., Bolton and Toronto	Energy and Chemical Workers (CLC)	508	B
Consumers Distributing Co. Ltd., Mississauga and Toronto	Teamsters (Ind.) (drivers and ware-housemen)	280	B
Consumers' Gas Co., Toronto and other locations	Energy and Chemical Workers (CLC)	801	CO
Crane Canada Ltd., Brantford	United Steelworkers (AFL-CIO/CLC)	258	PMB
Dominion Bridge, Mount Dennis Plant, Toronto	United Steelworkers (AFL-CIO/CLC)	331	B
Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Div., Goderich	Energy and Chemical Workers (CLC) (production and maintenance empls.)	253	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	MED
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	555	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons, maintenance and other empls.)	463	B
Falconbridge Nickel Mines, Falconbridge	Mine, Mill and Smelter Workers (Ind.) (mine empls.)	2,380	MED
Fiberglas Canada Inc., Sarnia	Energy and Chemical Workers (CLC)	400	B
Firestone Canada Inc., Hamilton	Rubber Workers (AFL-CIO/CLC)	1,650	MED
Frontenac County Board of Education	CUPE (CLC)	245	B
Gabriel of Canada, Etobicoke	Machinists (AFL-CIO/CLC) (production empls.)	445	B
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	276	MED
Goodyear Canada Inc., (Factory and Central Distribution Warehouse), Toronto	Rubber Workers (AFL-CIO/CLC) (maintenance, production and warehouse empls.)	1,200	B

Negotiations in Progress during February 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
Goodyear Canada Inc. (Factory and Reclaim Plant), Bowmanville	Rubber Workers (AFL-CIO/CLC) (production and maintenance empls. and stationery engineers)	226	B
Gulf Canada Products Co. (Clarkson Refinery), Mississauga	Energy and Chemical Workers (CLC)	300	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,320	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	B
Hamilton City Corp.	CUPE (CLC) (inside empls.)	403	B
Hamilton City Corp.	CUPE (CLC) (outside empls.)	501	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (administration unit)	350	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empls.)	200	B
Hand Assn. of Sewer, Watermain and Road Contractors	Labourers (AFL-CIO)	400	B
Heintzman Ltd., Whitby	Upholsterers (AFL-CIO/CLC)	515	B
Hendrie and Co. Ltd., province-wide	Railway, Transport and General Workers (CLC)	260	B
Hilroy Ltd., Toronto	Cdn. Paperworkers (CLC)	230	MED
Inglis Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	700	B
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	1,200	WS
Kingsway Transports Ltd. and Kingsway Dalewood Ltd. (Ont. Freight Agt. and Maintenance Agt.), province-wide	Teamsters (Ind.)	350	B (R)
Lakehead Board of Education	CUPE (CLC)	235	B
Lancia-Bravo Foods, Toronto	Food and Commercial Workers (AFL-CIO/CLC)	218	CO
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	203	B

Negotiations in Progress during February 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Thomas J. Lipton Inc., Bramalea	Grain Millers (AFL-CIO/CLC) (production, maintenance, shipping, machinists and electricians, and and service and warehouse)	230	B
London City Police	Police Assn. (Ind.)	320	B
London City Public Utilities Commission	CUPE (CLC)	350	B
MacMillan Bloedel Industries Ltd., Pembroke	Woodworkers (AFL-CIO/CLC)	230	B
Maple Leaf Village Investments Inc. Niagara Falls	Hotel Employees (AFL-CIO/CLC)	450	B
Maple Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	350	MED
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO)	200	MED/WS
Metropolitan Toronto Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	525	B
Modern Building Cleaning (A Div. of Dustbane Enterprises), Toronto	CUPE (CLC) (full-time and part-time empls.)	300	B
William Neilson Ltd., (Guelph and Toronto Divs.)	Teamsters (Ind.)	450	B
Newman Steel Ltd., Oakville, St. Catharines, Stoney Creek and Sudbury	United Steelworkers (AFL-CIO/CLC)	250	CO
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	580	B
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC) (non-medical and para-medical empls.)	600	B
Niagara South Board of Education	CUPE (CLC)	444	B
Niagara South Board of Education	Secretarial and Clerical Assn. (Ind.)	200	B
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	222	F
North Bay City Corp.	CUPE (CLC)	241	B(R)

Negotiations in Progress during February 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
North York and Scarborough Borough Boards of Education	Ont. Secondary School Teachers' Fed. (Ind.)	3,839	
Ontario Government, province-wide	Ontario Provincial Police (Ind.) (police officers)	3,850	B
Ontario Hydro	CUPE (CLC)	260	B
Ontario Jockey Club (Mutuel Dept. Standardbred Div.), province- wide	Service Employees Intl. (AFL-CIO/CLC)	250	B
Ontario Jockey Club (Mutuel Dept. Thoroughbred Div.), province- wide	Service Employees Intl. (AFL-CIO/CLC)	300	B
Otaco, Div. of Redlaw Industries Ltd., Orillia	United Steelworkers (AFL-CIO/CLC)	275	C
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,170	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,428	B
Ottawa Ready Mix Companies	Teamsters (Ind.)	200	C
Pamour Porcupine Mines, Pamour, Ross and Schumacher Divs., Pamour	United Steelworkers (AFL-CIO/CLC) mine empls.)	1,000	C
Rowntree Mackintosh Canada, Toronto	Retail, Wholesale Employees (AFL- CIO/CLC)	850	B
Shell Canada Ltd., Corunna	Energy and Chemical Workers (CLC)	225	B
Smith & Stone Inc., Georgetown	Auto Workers (CLC)	250	B
Snap-On Tools of Canada Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	269	C
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	780	P
Sunbeam Corp. (Canada) Ltd., Toronto and Mississauga	Electrical Workers (UE) (CLC)	290	B
Thunder Bay City Corp.	Police Assn. (Ind.)	210	B

Negotiations in Progress during February 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Titan Proform Co. Ltd., Toronto	Auto Workers (CLC)	210	B
Toronto Abattoirs Ltd., and Quality Meat Packers Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	400	C0
Toronto City Board of Education	CUPE (CLC) (office and clerical empls.)	212	B
Toronto Public Library Board	CUPE (CLC)	716	B
Toronto Star Newspapers	Printing and Graphic Union (AFL-CIO/CLC)	420	B
Trailmobile Canada, Brantford	Auto Workers (CLC)	397	WS
Tridon Ltd., Burlington	Employees' Assn. (Ind.) (plant empls.)	500	C0
Uniroyal Ltd. (Tire Factory and Rubber Machinery Shops), Kitchener	Rubber Workers (AFL-CIO/CLC)	1,200	B
University Hospital, London	Service Employees Intl. (AFL-CIO/CLC)	460	B
Valdi Inc. (Valdi Discount Foods), province-wide	Food and Commercial Workers (AFL-CIO/CLC)	800	C0
Victoria Hospital Corp., London	Office and Professional Employees (AFL-CIO/CLC)	400	B
Waterloo Regional Police Force	Police Assn. (Ind.)	433	B
Weldwood of Canada Ltd. (Longlac Div.)	Carpenters (AFL-CIO)	225	C0
Harvey Woods Ltd. (Underwear and Hosiery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd. Div. of Harvey Woods, Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	550	C0
Zehrs Markets (Div. of Zehrmart Ltd.), Intercity	Food and Commercial Workers (AFL-CIO/CLC)	600	B
<u>More Than One Province</u>			
CP Air, system-wide**	Air Line Flight Attendants (CLC)	1,200	B
CP Air, system-wide**	Air Line Pilots (Ind.)	680	B
CP Air, system-wide**	Railway Clerks (AFL-CIO/CLC) (agents, dispatchers and other empls.)	1,520	B

\*\* Federal jurisdiction

Negotiations in Progress during February 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
Canadian General Electric and Montreal Armature Co., Montreal, St. Augustin and St. Andre, Que. and Cobourg, Oakville, Peterborough and Toronto, Ont.	Electrical Workers (IUE) (AFL-CIO/CLC) (hourly rated and salaried empls.)	2,440	C
Canadian Pacific Express, Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC)	2,750	C
Steinberg Inc., Ottawa and other centres, Ont. and Hull and Gatineau, Que.,	Food and Commercial Workers (AFL-CIO/CLC)	980	C

Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

\*\* Federal jurisdiction

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in March 1983

Employer and Location	Union	No. of Empls.
A.C.F. Canada Ltd. (Carter Carburetor Div.), Bramalea	Machinists (AFL-CIO/CLC) (production, maintenance and warehouse empls.)	242
Air Canada, province-wide	Air Line Pilots (Ind.)	855
Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River	Atomic Energy Allied Council (AFL-CIO/CLC) (production, maintenance, service empls. and stationary engineers)	544
Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River	Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC) (production and maintenance empls.)	409
Bestview Holdings and Bestview Services, Intercity	Christian Labour Assn. (Ind.) (service and maintenance empls.)	350
Boots Drug Stores (Canada) Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time service and retail clerks)	750
Borg-Warner (Canada) Ltd. (Long Manufacturing Co. Div.), Oakville	Auto Workers (CLC) (production, maintenance, service empls. and stationary engineers)	238
Canadian Cannery Ltd., Simcoe	Food and Commercial Workers (AFL-CIO/CLC) (production and maintenance empls.)	210
Canadian General Electric Co. Ltd., Intercity	Electrical Workers (IUE) (AFL-CIO/CLC)	1,532
Chelsey Park Corp. (Nursing Homes), Intercity	Service Employees Intl. (AFL-CIO/CLC)	500
Connaught Laboratories Ltd., Bolton and Toronto	Energy and Chemical Workers (CLC)	508
Dominion Bridge, Mount Dennis Plant, Toronto	United Steelworkers (AFL-CIO/CLC)	331
Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Div., Goderich	Energy and Chemical Workers (CLC) (production and maintenance empls.)	253
Extendicare Ltd., province-wide	Service Employees Intl. (AFL-CIO/CLC)	496
I.C.L. International Carriers Ltd., Hamilton, London, Oshawa and Windsor	Teamsters (Ind.)	300

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in March 1983

Employer and Location	Union	No. of Empls.
Inglis Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	70
Lever Detergents Ltd., Toronto	Teamsters (Ind.)	40
National Grocers Co. Ltd., Intercity	Teamsters (Ind.) (drivers, maintenance empls. and warehousemen)	56
National Research Council of Canada, Ottawa	Research Council Employees (Ind.) (operational category, super- visory and non-supervisory)	28
Ontario Produce Co. Ltd. (Ontario Food Div. of Oshawa Group Ltd.), Malton and Toronto	Teamsters (Ind.)	31
Oshawa City Corp., Works Maintenance Div.,	CUPE (CLC) (equipment operators, drivers and maintenance empls.)	25
Ottawa Board of Education	CUPE (CLC) (office, clerical and technical empls.)	45
Ottawa Board of Education	Employees' Union (Ind.) (main- tenance, service empls. and stationary engineers)	78
Ottawa Civic Hospital	CUPE (CLC) (technologists and technicians)	22
Riverside Hospital, Ottawa	Cdn. Operating Engineers (CCU)	21
Laura Secord, Div. of Ault Foods 1975, Toronto	Cdn. Brewery Workers (CLC) (full- time empls.)	56
Silverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto	Cdn. Operating Engineers (CCU)	28
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL)	43
Sunbeam Corp. (Canada) Ltd., Mississauga and Toronto	Electrical Workers (UE) (CLC)	29
Thunder Bay City Corp. Dawson Court and Grandview Lodge, (Homes for the Aged)	Service Employees Intl. (AFL-CIO/ CLC)	34
Toronto Area Transit Operating Authority	Transit Union (AFL-CIO/CLC)	33
University Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (full-time empls.)	23
University Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (part-time empls.)	23

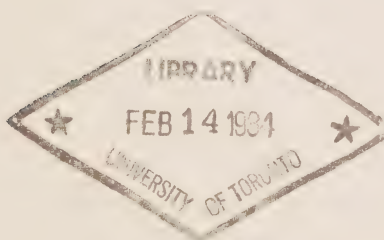
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Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
MARCH 1983



RESEARCH BRANCH  
ONTARIO MINISTRY OF LABOUR



## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in March 1983 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that effects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in March 1983. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in April 1983.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour. For further information on the report, please call Carolyn Beange (965-6886).



# Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	101
March 1983 Settlements	
Food and Beverage .....	107
Rubber and Plastics Products .....	108
Paper and Allied .....	111
Primary Metal .....	112
Metal Fabricating .....	112
Transportation Equipment .....	115
Electrical Products .....	120
Petroleum and Coal Products .....	121
Chemical and Chemical Products .....	122
Miscellaneous Manufacturing .....	124
Mines .....	125
Transportation .....	126
Communication .....	132
Electric Power, Gas and Water Utilities .....	133
Wholesale Trade .....	134
Finance, Insurance and Real Estate .....	135
Education and Related Services .....	136
Health and Welfare Services .....	143
Personal Services .....	146
Federal Administration .....	147
Provincial Administration .....	148
Local Administration .....	155
Construction .....	160
Addendum	
January 1983 Settlements .....	161
February 1983 Settlements .....	162
Negotiations in Progress during March 1983	
Covering 200 or More Employees .....	171
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in April 1983 .....	
	179



## Highlights

**Brewery Workers Settlements.** Negotiations for new contract terms for 3,638 employees of Ontario's three largest breweries and their jointly-owned Brewers' Warehousing Company were completed with a mediated master settlement which was reached at the end of February and accepted by the various units in separate ratification votes by mid-March. The new pact formed a basis for the renewal of nine existing agreements covering members of four locals of the Canadian Union of Brewery Workers and the London Local of the National Brewery Workers' Union (chartered by the Canadian Labour Congress). In addition to Brewers' Warehousing company, which employs almost one-third of the employees in its 445 beer retail stores across the province, the companies involved in the joint talks included Carling O'Keefe Breweries of Canada and Carling O'Keefe Transport, both in Toronto, Labatt's Ontario Breweries in London, Toronto and Waterloo and Molson's Brewery (Ontario) in Toronto and Barrie.

The negotiations proceeded against the background of the depressed economy combined with a climate of austerity making bargaining more difficult than usual. While the unions refused the original employers' offer of a wage increase of 3 per cent in each year of a two-year contract, money was not the major issue in contention. Given the closure of two breweries in the past year and the anticipated impact of technological advances, of much higher priority for the workers were improvements in pensions and employment security. Also at issue were improved vacation provisions and a contract term shorter than the former three-year pact which expired December 31, 1982. In consequence, the negotiations went beyond the legal strike date of February 21 and the employers set a settlement deadline for the month's end. However, due to a deadlock prior to the deadline, the companies invoked a province-wide lockout at their facilities. The two-day lockout ended when a tentative settlement signed by the parties was submitted for the approval of the unions' locals.

The two-year agreement offered in each year a general wage increase of \$1.00 per hour plus an adjustment of 17 cents for skilled tradesmen. In addition to increases in wages, estimated at 7.8 per cent in the first year and 7.2 per cent in the second, the contract called for continuation of a cost-of-living provision triggered at 8.5 per cent during the final year. The eventual adjustments, based on a 0.3 factor, were to be paid as a lump sum following the December 1984 publication date of the Consumer Price Index. Higher shift premiums and improvements in insurance, dental and pension benefits were also agreed to.

The new terms were endorsed by all the units involved, except those at the Toronto plants of Carling O'Keefe and Labatt's. Subsequently, workers at the two sites walked off the job, although the strike was not authorized by the union. The 390 Carling workers turned down the contract because it did not include protection against layoffs resulting from technological change. Nevertheless, they agreed to vote again on the same offer and subsequently ended their two-day strike. The 370 Labatt employees remained on the picket lines for five days, seeking a better offer and the resolution of some in-plant issues. Meanwhile, the industry management adopted a unified front and intended to reimpose a province-wide lockout, if the same settlement was not accepted by all the units involved in joint bargaining.

As in the past, the Ontario pact served as a model for the concurrent brewing industry negotiations in Western and Central Canada, where contracts were scheduled to expire between March and April 1983. An almost identical wage-benefit package in a joint agreement effective April 21 was accepted by 1,400 employees at British Columbia plants of the three Ontario-based brewers and at the Pacific Brewers' Distributors in Vancouver. In early May, a similar agreement was settled in independent bargaining by 150 workers at Labatt's Alberta brewery.

**Rubber Industry Settlements.** Firestone Canada in Hamilton was the first of the major tire and rubber companies to conclude a settlement in the usual triennial cycle of contract bargaining with the Ontario locals of the United Rubber Workers (URW). The current talks involved 10 major agreements expiring between February and September 1983 and affected close to 7,000 URW members. The negotiations were conducted amid very poor economic conditions in the industry, marked by sharp declines in tire sales and high inventories (particularly in the off-highway, large truck and tractor tire lines). The industry's capacity utilization was only at about 65 per cent, with recovery depending directly on an upturn in the auto industry. Along with workers at Firestone, the negotiations affected employees at branch plants of three other U.S.-based multinational corporations - B.F. Goodrich, Goodyear and Uniroyal and a number of smaller companies in the province.

As in the past, the parties maintained the industry-wide pattern bargaining structure. Because of the companies' poor economic situation and a massive loss of jobs, the union adopted a moderate posture, but was committed to resist contract concessions, especially in its high-yielding COLA escalator. The URW's preliminary submission included a one-year contract (or alternatively a longer one with a wage reopener conditional on economic improvement) which would provide better pensions and upgraded benefits.

The companies, pressured to control costs and remain competitive in the depressed tire market, were seeking a modification of the COLA formula, a reduction in paid vacation for senior employees, cancellation of certain plant holidays and the introduction of 7-day continuous operations.

The pattern-setting Firestone pact, covering 1,650 members of Local 113, was reached in mediation just before the March 7 legal strike date. The three-year pact, effective February 26, 1983, was ratified by a 74 per cent affirmative vote. The new terms did not provide a general wage increase. Instead, they included an immediate job classification adjustment of 1 1/2 cents per hour, which when graduated produced a raise of 54 cents per hour for workers at the top of the wage schedule. In addition, the current COLA clause, based on a .26 adjustment factor, was continued and is expected to generate \$2.21 per hour over the new term, assuming an annual inflation rate of 9, 7 and 5 per cent during the next three years. The potential total improvement could mean a 21 per cent increase in the present average hourly rate of \$11.61 (inclusive of \$3.76 in "boxed" COLA float) before the contract expires on February 25, 1986.

The new agreement also contained a number of gains in fringe benefits. Among the specific items were improved insurance and medical coverage, increased monthly pensions with unreduced benefits available after 30 years of service regardless of age, and higher employer contributions to the Supplementary Unemployment Benefit fund. Also included were two new provisions

related to the scheduling of continuous operations, agreed to by the union a year ago to avert an impending plant closure. They were a crew premium of 90 cents per hour in lieu of overtime compensation for workers on a 7-day schedule and payments for overtime work on scheduled days off. Furthermore, the employer agreed to contribute 2 cents per hour worked to a unique personal Health Surveillance program, first negotiated by the URW in 1982 at three of the U.S. parent companies. The program focuses on the general health of employees in order to facilitate early detection of illness. It provides the employees with a complete health examination free of charge, but on their own time.

The URW-Firestone Canada accord generally reflected economic gains made by the union in last summer's U.S. rubber industry negotiations involving 42,000 workers. Similar settlements, although differing somewhat in detail, were reached in mediation at Goodyear Canada in Toronto and Bowmanville in April. The two contracts, retroactive to February 20, 1983, covered over 1,500 workers. The remaining major Ontario tire producers are also expected to follow Firestone's lead in negotiations for renewal of their agreements expiring in the second half of the year. At Uniroyal, mediation meetings were scheduled for early June in an attempt to avert a strike threatened by the company's 1,200 plant workers in Kitchener. At issue was the management request for the right to implement 7-day scheduling, similar to that adopted earlier at Firestone and in the recent Goodyear pacts.

Electrical Products Industry Settlements. The key settlement in the Ontario electrical products industry between Canadian General Electric Company (CGE) and the United Electrical, Radio and Machine Workers of America (UE) covered 4,400 hourly-rated employees at the company's plants in Peterborough and five other Ontario locations. The new pact, to replace the previous master contract that expired December 23, 1982, was concluded with mediation assistance a week before a legal strike date set for March 24, 1983, following five months of intermittent negotiations.

During the recent recession, the electrical products manufacturers have undergone a series of structural changes, mergers, takeovers and closures, all of which gave rise to rationalization of operations and reduced the industry to a few major firms. CGE, Canada's largest producer of electrical and related equipment, has been also affected by the poor economic conditions which, among other constrictions, brought about the cancellation of a number of major power projects by the company's customers. As a result, layoffs have been prevalent at almost all of the CGE plants, heightening the union's concerns about stability of employment. Consequently, the initial contract proposals submitted by the UE-CGE Conference Board (the locals' negotiating body) included wage increases protected by a cost-of-living escalator, up-grading of benefits, reduction in hours of work, and provisions designed to ease the pressure of workforce fluctuations due to technological change. Other items sought related to improvements in the Income Extension Aid program, pensions, seniority and job security. However, the company, citing the need to remain competitive, originally proposed a wage freeze for some locations and was adamant in its position of not providing any significant improvements in the benefit and job protection area.

The new master contract, accepted by 62 per cent of the voting members despite the Conference Board's recommendation to reject CGE's offer, covered a two-year period ending December 23, 1984. It provided three-stage general wage increases ranging from 61 to 96 cents per hour depending on

classification, with the initial payment of 34 to 55 cents retroactive to last December 24. At the same time, 79 cents in past cost-of-living adjustments was folded into the job rates. The present COLA provision, based on a 0.32 factor, was revised to provide four adjustments over the new term, of which only the initial quarterly payment due in October, 1983 is to be incorporated into job rates on the contract's first anniversary date. Assuming a 7 per cent inflation rate, the new agreement could produce average wage increases of about 6 per cent in the first year and a further 5 per cent in the second year. Other negotiated changes included improvements to insured health and welfare benefits, increased pensions and liberalized eligibility requirements for early retirement permitting an employee to retire on unreduced pension at age 60 rather than 62. In addition, the agreement provided broader protection for workers affected by job elimination due to plant closing and introduction of robots or automated manufacturing machinery. In the event of transfer to a lower-paying job, the affected workers will be entitled to their former wage rates for up to 26 weeks. For employees terminated due to plant closing, insurance coverage was extended for a period of one year; retraining allowances of up to \$1,000 per course were provided; and Income Extension Aid payments for workers at age 52 with 20 years of service were increased to 1 1/2 weeks' pay per year. Also, the company agreed to give the union six months' notice in advance of a plant closing.

The terms of the CGE-UE master agreement established a settlement pattern for the company's remaining employees, represented by the International Union of Electrical Workers (IUE) and the International Federation of Professional and Technical Engineers. The IUE group involved about 1,500 hourly-rated and salaried employees at the company plants in Ontario and Quebec who were covered by separate agreements expiring March 4, 1983. Their new two-year contracts, ratified in early April, closely resembled the UE pact, although they had different implementation dates of the negotiated improvements to reflect the advanced reference periods. A similar settlement, since approved by 240 members of the Technical Engineers, produced separate contracts covering the federation's units at four CGE plants in Ontario. The two-year agreements were retroactive to January 1, 1983, the day after the previous contracts expired.

During the January-May period, seven additional renewal agreements covering almost 2,700 members of various unions were signed with major electrical products manufacturers throughout the province. Five of the agreements were of a two-year duration and the remaining two covered a three-year period. The agreements provided annual wage increases averaging 6.3 per cent (in some instances also supplemented by a COLA escalator) with four of the two-year pacts (at Brown Boveri, Crouse-Hinds, Sunbeam, and AEL Microtel) calling for increases of 6 and 5 per cent in successive years. The agreements were concluded at various stages of bargaining, with only one involving a work stoppage. The strike involved 673 members of the United Steelworkers at Inglis Ltd. in Toronto. The 35-day strike was ended in mid-May with the ratification of a three-year agreement running through March 31, 1986. It included a wage increase equivalent to about 3.4 per cent (exclusive of annual COLA fold-ins) over the new term and benefit improvements, as well as better early retirement and severance pay provisions designed to cushion the shock of a projected move of dryer manufacturing from Toronto to Cambridge, Ontario in mid-1984.

Another major strike, which commenced May 27 at Canadian Appliance Manufacturing Company (Camco) in Hamilton, is still in progress. It involves 525 UE members at the Longwood Road plant, who walked out after rejecting a wage offer of 11 per cent (including COLA) in a two-year agreement to succeed

the one that expired April 22, 1983. Aside from wages, the strike issues involve vacations, pensions and the number of COLA increases. Camco is the biggest household appliance manufacturer in Canada, and like Inglis, experienced a dramatic decrease in appliance sales during the past two years, partly due to reduced home building and other construction. In an attempt to improve its position Camco implemented a number of cost-cutting measures including temporary layoffs and a company-wide reorganization. The latter involved closing of its Weston plant in Toronto and moving range production to the Hamilton plant. The transfer will result in nearly doubling the present work force at the Longwood Road plant.

Several major agreements, affecting over 5,000 employees at various electrical products manufacturers, remain to be concluded in the coming months. Many of these contracts do not expire until late summer or fall, although bargaining has already started in some situations. Among the outstanding major contracts are those covering production units at another Camco plant in Toronto, two Canadian Wire and Cable plants, two Electrohome plants, Hammond Manufacturing, Inglis Ltd. (formerly Canadian Admiral) and an office unit at Westinghouse Canada.

Ontario Public Service Settlements. The 1983 pay increases and improvements in working conditions and benefits for 50,483 unionized provincial civil servants were approved at the end of March, ending a period of discussions between the Civil Service Commission and the Ontario Public Service Union (OPSEU) regarding the application of compensation increases permissible under the provincial restraint program. The employees were covered by seven one-year salary agreements that expired at the end of 1982, and by two salary agreements of a two-year term ending on December 31, 1983. A service-wide contract dealing with working conditions and employee benefits last renewed in late 1982, but not implemented at that time, was also scheduled to expire December 1983. At the centre of dispute was the question as to whether the Inflation Restraint Act, passed by the province December 15, 1982, limits increases to 5 per cent of wages only, or to 5 per cent of total compensation. The union argued that the employees are entitled to a 5 per cent increase separately in wages and benefits, while the Commission maintained that the mandatory ceiling applies to total compensation including the 1983 improvements to benefits awarded by an arbitrator last July. The specific improvements that were to go into effect January 1, 1983 included a 10-cent per hour increase in the shift premium and an increase from 60 to 75 per cent in dental bill payments by the insurance carrier. [Refer to Highlights on pp. iv-vi of the May 1982 issue of this report for a review of details of the award].

The issues were brought before the Inflation Restraint Board, which rejected the OPSEU claim, ruling that the cost of the benefits has to be included in the 5 per cent increase. As a result, the parties agreed to retain the negotiated improvements intact, but deduct their cost, calculated at 0.14 per cent, from the allowable increase and improve the wages of all employees by the remaining 4.86 per cent. The Commission also agreed to provide a minimum annual increase of \$1,000 permitted by the Act, for employees earning \$20,000 or less per year, with the cost of benefits improvements subtracted from their previous pay rates. The increases applied across the nine bargaining unit categories and were paid retroactively to January 1, 1983. At the same time, the originally negotiated second year increases of 11 per cent for almost 17,000 office and clerical services categories' employees were cancelled and replaced by the agreed amounts.

During the month of March, the maximum allowable compensation increases were also announced for a number of other public sector bargaining units, including the Ontario Provincial Police (4,039 officers and cadets) and Ontario Housing Corporation and All Housing Authorities in the province (1,563 office and maintenance employees represented by the Canadian Union of Public Employees). The OPP contract was due to expire at the end of 1982 and the 12-month extension advanced its expiration date to December 31, 1983. The OHC employees were covered by two 24-month agreements running through December 31, 1983. The contracts had provided second year wage increases of 10.5 per cent for the 663 maintenance workers in Metropolitan Toronto and a staged increase of 12 per cent for the 900 office and maintenance employees outside Metro. As was the case with the two OPSEU salary groups, the OHC contracts were revised to comply with the restraint legislation. Accordingly the original increases were reduced to 5 per cent, with an annual minimum of \$1,000 allowed for employees earning under \$20,000 per year.

Index to Settlements Reported, March 1983

Employer and Location	Union	Page
P Refining and Marketing Canada Ltd. (Trafalgar Refinery, Trafalgar Marketing Terminal and Mississauga Packaged Product Warehouse)	Energy and Chemical Workers (CLC)	121
being of Canada Ltd., Arnprior Div., Arnprior	Machinists (AFL-CIO/CLC)	115
oise Cascade Canada Ltd., Fort Frances and Kenora	United Paperworkers (AFL-CIO/CLC)	162
ewers' Warehousing Co. Ltd., province- wide; Molson's Brewery (Ont.) Ltd., Toronto and Barrie; Labatt's Ontario Breweries, of Labatt Brewing Co., Toronto, Waterloo and London; Carling O'Keefe Breweries of Canada Ltd., and Carling O'Keefe Transport Ltd., Toronto	Cdn. Brewery Workers (CLC) and National Brewery Workers (CLC) (warehouse, retail store clerks, office, technical, professional, production, maintenance and transport empls.)	107
VE - Montupet DieCast Ltd., St. Catharines	Machinists (AFL-CIO/CLC)	112
Canada Post Corp.	Postal Officials (Ind.) (postal supervisors)	161
Canada Post Corp.	Public Service Alliance (CLC) (administrative service and programme administration groups)	132
Canadian General Electric Co. Ltd., Barrie Burlington, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (UE) (CLC)	120
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	124
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	145
Cnpar (a div. of Cdn. Pacific Express and Transport Ltd.), system-wide	Railway Clerks (AFL-CIO/CLC)	163
Campion Spark Plug Co. of Canada Ltd., Windsor	Auto Workers (CLC) (production and maintenance empls.)	117
Commonwealth Holiday Inns of Canada Ltd. (Holiday Inn of Ottawa-Centre), Delta Hotels Ltd., operating Inn of the Provinces, Four Seasons Hotels Ltd. (Mirador Motor Inn), Talisman Motor Inn, Lord Elgin Hotel and York Hannover Hotels Ltd. (The Skyline Ottawa), Ottawa	Hotel Employees (AFL-CIO/CLC)	146

Index to Settlements Reported, March 1983

Employer and Location	Union	Page
Connaught Laboratories Ltd., Toronto and Bolton	Energy and Chemical Workers (CLC)	122
Crane Canada Inc., Brantford	United Steelworkers (AFL-CIO/CLC)	114
Dow Chemical Canada Inc., Sarnia	Energy and Chemical Workers (CLC)	123
Durham Regional Board of Commissioners of Police	Police Assn. (Ind.)	155
Etobicoke Borough Board of Education	CUPE (CLC)	136
Etobicoke Borough Corp.	CUPE (CLC) (outside empls.)	156
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	156
Falconbridge Ltd., Falconbridge	Mine, Mill and Smelter Workers (Ind.) (mine and smelter hourly empls.)	125
Firestone Canada Inc., Hamilton	Rubber Workers (AFL-CIO/CLC)	108
Frontenac County Board of Education	CUPE (CLC)	137
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	110
Government of Canada (Treasury Board)	Professional Institute (PIPS) (Ind.) (computer systems administration group)	147
Government of Canada (Treasury Board)	PIPS (Ind.) (engineering and land survey group)	147
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	137
Hand Assn. of Sewer, Watermain and Road Contractors, Hamilton Area 26	Labourers (AFL-CIO)	160
Hayes-Dana Inc., St. Catharines and Thorold	Auto Workers (CLC)	118
Hilroy-Div. of Abitibi Price Inc., Toronto	Cdn. Paperworkers (CLC)	111
I.C.L. International Carriers Ltd., London, Oshawa, St. Catharines and Windsor	Teamsters (Ind.) (drivers, dockmen, checkers and maintenance empls.)	126
International Harvester Co. Canada Ltd., Chatham	Auto Workers (CLC) (production empls.)	115
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC) (inside and outside empls.)	156

Index to Settlements Reported, March 1983

Employer and Location	Union	Page
Kingsway Transport Ltd. and Kingsway Dalewood Ltd., Toronto and other centres	Teamsters (Ind.)	127
Kitchener City Corp. (Works, Parks and Recreation)	CUPE (CLC)	157
Klever Detergents Ltd., Toronto	Teamsters (Ind.)	122
Lincoln County Board of Education	CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	138
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	139
London City Corp.	CUPE (CLC) (inside empls.)	157
London City Corp.	CUPE (CLC) (outside empls.)	158
London City Corp.	Fire Fighters (AFL-CIO/CLC)	158
London City Public Utilities Commission	CUPE (CLC)	133
Long Manufacturing Div., Borg-Warner (Canada) Ltd., Oakville	Auto Workers (CLC)	119
Metropolitan Toronto Library Board	CUPE (CLC) (full-time and part-time office and clerical empls.)	142
Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission	CUPE (CLC) (inside and outside empls.)	167
Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Div.), Ontario and Quebec	Teamsters (Ind.) (drivers, mechanics, yardmen and loaders)	129
National Grocers Co. Ltd., Central Information Services and Offices, Warehouse, Transport Div. and Cash and Carry Operations, various locations in Ontario and Hull, Que.	Teamsters (Ind.)	134
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC)	145
Niagara South Board of Education	CUPE (CLC) (maintenance, services and plant operations empls.)	139
Niagara South Board of Education	Secretarial and Clerical Assn. (Ind.)	140

Index to Settlements Reported, March 1983

Employer and Location	Union	Page
North Bay City Corp.	CUPE (CLC) (inside and outside empls.)	159
North York City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	140
Ontario Government	Ont. Provincial Police Assn., Inc. (Ind.) (police officers and cadets)	148
Ontario Government	Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (administrative services category)	150
Ontario Government	OPSEU (NUPGE) (CLC) (classified civil servants)	148
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	150
Ontario Government	OPSEU (NUPGE) (CLC) (correctional services category)	151
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	151
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care services category)	152
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	153
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	153
Ontario Government	OPSEU (NUPGE) (CLC) (scientific and professional services category)	154
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	155
Ontario Housing Corp. and Metropolitan Toronto Housing Authority	CUPE (CLC) (maintenance empls.)	135
Ontario Housing Corp. and other Housing Authorities, province-wide (except Metro Toronto)	CUPE (CLC) (office and maintenance empls.)	136
Ontario Hydro, province-wide	CUPE (CLC)	133

Index to Settlements Reported, March 1983

Employer and Location	Union	Page
Shawwa City Corp.	CUPE (CLC)	168
Taco, Div. of Redlaw Industries Inc., Orillia	United Steelworkers (AFL-CIO/CLC)	114
Ottawa Civic Hospital	CUPE (CLC) (medical technologists and technicians)	143
Overland Express (Ontario Freight Agt.), province-wide	Teamsters (Ind.)	131
Markwood Hospital Veterans' Care Centre and Western Counties Wing and McCormick Home for the Aged, London	Service Employees Intl. (AFL-CIO/ CLC) (full-time empls.)	167
Peel Board of Education	CUPE (CLC) (part-time custodial and maintenance empls.)	164
Scarborough Public Library Board	CUPE (CLC)	142
Map-On Tools of Canada Ltd., province-wide	United Steelworkers (AFL-CIO/CLC)	113
Edbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	141
Edbury Regional Board of Commissioners of Police	Police Assn. (Ind.)	160
Toronto City Board of Education	CUPE (CLC) (chief caretakers, chief engineers and stationary engineers)	165
Toronto City Board of Education	CUPE (CLC) (elementary school office and clerical empls.)	142
Toronto City Board of Education	CUPE (CLC) (office and clerical empls. and librarians)	166
Toronto City Board of Education	Educational Assistants' Assn. (Ind.)	166
Toronto City Board of Education	Toronto-Central Ont. Building and Construction Trades Council (AFL-CIO)	161
Toronto City Board of Education (Plant Operations Dept. and Maintenance and Construction Dept.)	CUPE (CLC) (caretakers and maintenance empls.)	166
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	169

Index to Settlements Reported, March 1983

Employer and Location	Union	Page
Toronto Public Library Board	CUPE (CLC) (full-time and part-time librarians and clerical empls.)	143
Tridon Ltd., Burlington	Employees' Union (Ind.)	112
Twenty-five Ontario Hospitals	Cdn. Operating Engineers (CCU)	144
University Hospital, London	Service Employees Intl. (AFL-CIO/CLC)	144
Victoria Hospital Corp., London	Office and Professional Employees (AFL-CIO/CLC)	145
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	169

FOOD AND BEVERAGE

Brewers' Warehousing Company Limited, province-wide; Molson's Brewery (Ontario) Limited at Toronto and Barrie; Labatt's Ontario Breweries, Division of Labatt Brewing Company Limited at Toronto, Waterloo and London; Carling O'Keefe Breweries of Canada Limited and Carling O'Keefe Transport Limited at Toronto - Various locals, Canadian Brewery Workers (CLC) and Local 1, National Brewery Workers' Union (CLC) (warehouse, retail store clerks, office, production, maintenance and transport employees): Nine 24-month renewal agreements effective from January 1, 1983 to December 31, 1984, covering 3,638 employees, settled with mediation assistance\*. Duration of negotiations - 4 months.

\*Settled during work stoppages at Labatt's and Carling O'Keefe plants in Toronto.

Wages:	Effective	Jan. 1/83	Jan. 1/84
	General Increases	\$1	\$1
	Skilled Trades Adjustments	17¢	17¢
	<u>Carling O'Keefe, Labatts's and Molson's</u>		
	Bottling and Warehouse Machine Operator	\$13.85 (\$12.85)	\$14.85
	Tradesman "A"	\$16.22 (\$15.05)	\$17.39
	<u>Brewers' Warehousing</u>		
	Counter Clerk	\$13.74 (\$12.74)	\$14.74
	Retail Checker/Cashier	\$13.94 (\$12.94)	\$14.94
Cost of Living Allowance:	Effective January 1, 1984, 1¢ per full 0.3 point change in the Consumer Price Index - 1971=100. Triggers at 8.5% above the December, 1983 base index month. One calculation and lump sum payment to be made on the first pay period following publication of the December, 1984 index. (Basic formula is unchanged.)		
Shift Premium:	Effective April 1, 1983, 0-55¢-70¢ (0-50¢-65¢). Effective January 1, 1984, 0-55¢-75¢.		
Health and Welfare:	<u>Life Insurance and A.D. &amp; D.</u> - Effective April 1, 1983, \$27,000 (\$25,000) coverage. Effective January 1, 1984, \$28,000.		
	<u>Dental Plan</u> - \$600 (\$500) maximum basic coverage per year.		

Pension Plan: Basic Benefit - \$16.50 (\$15) per month per year of service to a maximum of 30 years. Effective January 1, 1984, \$17.25

RUBBER AND PLASTICS PRODUCTS

Firestone Canada Inc. at Hamilton - Local 113, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 26, 1983 to February 25, 1986, covering 1,650 employees\*, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

\* Includes 125 employees currently on lay-off status.

Wages:	Effective	Feb. 26/83	Feb. 26/84
	Job Grade Differential	1.5¢-54¢ for Dayworkers; 1.2¢-41.3¢ for Incentive Workers	
	Skilled Trades Adjustments	25¢	10¢
	Job Grade 1 (Janitor-Plant and Office)	\$6.80 (\$6.80)	\$6.80
	Job Grade 4 (Fork Truck Driver)	\$7.25 (\$7.16)	\$7.25
	Journeyman Electrician	\$9.47 (\$9.22)	\$9.57

No other wage adjustments were negotiated.

Adjustments for incentive workers are "boxed" separately from their wage rates.

Cost of Living Allowance: \$3.76 COLA float remains "boxed" separately from wages.

1¢ per 0.26 point increase in the Consumer Price Index - 1971=100, using the average CPI for December 1982 to February 1983, as the base index period. Adjusted and paid quarterly. Future COLA payments diverted to fund Dental Plan and Early Retirement benefits.

Effective February 26, 1984, and February 26, 1985, base period updated by one year. Last adjustment to be paid is for the pay period commencing November 27, 1985. (Basic formula is unchanged. Previous agreement provided for annual advances of 20¢, 15¢ and 15¢ recovered by deducting 5¢ per quarter from subsequent COLA adjustments.)

Crew Premiums (7-Day Operations) (new):	90¢ for Crews A, B, C and D.
Overtime Pay (7-Day Operations) (new):	Time and one-half after 8 hours per day and on the first and third scheduled days off. Double time on the second scheduled day off.
Vacation Pay:	Minimum \$250 (\$225) per week.
Health and Welfare:	<u>Life Insurance, Optional Contributory Life Insurance and A.D. &amp; D.</u> - \$21,000 (\$13,000) coverage. <u>Life Insurance for Retirees</u> - \$7,500 (\$6,500) coverage. <u>Weekly Indemnity</u> - Maximum benefit increases to \$231 (\$174) per week, payable on a 1-1-8-52 (1-8-52) basis. <u>Extended Health Care</u> - Maximum claim for eyeglasses is \$100 (\$80) every 2 years and \$300 for hearing aids once every 5 years. (Previously, \$300 lifetime benefit). <u>Dental Plan</u> - Blue Cross Dental Plan #7, with Riders 1, 2 and 4, is implemented. Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule. Effective May 30, 1984, future COLA payments diverted to fund 100% of the cost of Riders 2 and 4. <u>Transition and Bridging Benefits (Surviving Spouse)</u> - \$300 (\$250) maximum per month less applicable statutory reductions.
Pension Plan:	<u>Basic Benefit</u> - \$17.25 (\$15) per month per year of service. <u>Supplementary Benefit</u> - Type A, \$11.75 (\$10) per month per year of service to a maximum of 30 years. <u>Early Retirement</u> - Effective May 25, 1983, employee with 30 years' service regardless of age (previously age 55) may retire with an unreduced pension. Future COLA payments diverted to pay the cost, subject to the approval of the Ontario Pension Commission. <u>Plant Closure</u> - Employee with 25 years' service who is not otherwise eligible for an unreduced pension shall not be eligible for a deferred vested pension but shall be eligible for an immediate pension. <u>Vesting</u> - \$19.25 (\$11.25) per year of credited service.
Supplementary Unemployment Benefit Plan:	<u>Employer Contribution</u> - 7¢-17¢ (5¢-15¢) depending on funding level.
Safety Shoe Allowance:	Employer supplies 1 pair of safety shoes per year for all employees and will sell additional pairs at company cost. (Previously \$20 twice per year.)

Paid Union Leave: Employer pays a designated union representative up to a maximum of 10 (9 1/2) hours per week at his/her appropriate wage rate for each 100 employees in the bargaining unit, for time lost during a regular shift to attend scheduled meetings at Steps 2 and 3 of the grievance procedure.

Medical Surveillance Program (new): Effective February 26, 1985, employer contributes 2¢ per hour worked per employee to a maximum of \$50,000.

Goodyear Canada Inc. at Collingwood - Local 834, Rubber Workers (AFL-CIO/CLC):  
A 24-month renewal agreement effective from November 3, 1982 to November 2, 1984, covering 276 employees\*, settled at the post mediation bargaining stage. Duration of negotiations - 6 months.

\* Includes 16 employees currently on lay-off status.

Wages:	Effective	<u>Nov. 3/82</u>	<u>May 1/83</u>
	General Increases	25¢	15¢
	COLA Fold-in	\$1.20	
	Inequity Adjustments	20¢ for Electrician; 10¢ for some classifications	
	Production (includes Inspector, Curved Rad Hose)	\$7.82-\$8.22 (\$6.37-\$6.77)	\$7.97-\$8.37
	Electrician	\$9.57-\$10.02 (\$7.92-\$8.37)	\$9.72-\$10.17

Effective	<u>Nov. 6/83</u>	<u>Apr. 29/84</u>
General Increases	20¢	10¢
Production (includes Inspector, Curved Rad Hose)	\$8.17-\$8.57	\$8.27-\$8.67
Electrician	\$9.92-\$10.37	\$10.02-\$10.47

Probationary period is 3 months. Maximum rates are reached on merit.

Cost of Living Allowance: Effective November 3, 1983, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using the average for the months of September to November as the base. Triggers at 4%. Adjusted quarterly. COLA must generate at least 30¢ before payment will be made. (Basic formula is unchanged).

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$10,000) coverage.

Weekly Indemnity - Benefits increase to \$170 (\$125) per week.

Vision Care - Maximum claim for eyeglasses is \$80 (\$60) every two years.

Pension Plan: Basic Benefit - \$8.50 (\$7.50) per month per year of service. Effective November 3, 1983, \$9.

Supplementary Benefit - \$7.50 (\$7) per month per year of service. Effective November 3, 1983, \$8.00

#### PAPER AND ALLIED

Hilroy-Division of Abitibi Price Inc. at Toronto - Local 1144, Canadian Paperworkers (CLC): A 24-month renewal agreement effective from January 1, 1983 to December 31, 1984, covering 232 employees\*, settled with mediation assistance. Duration of negotiations - 4 months.

\*Includes 40 employees currently on lay-off status.

Wages:	Effective	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
	General Increases	9%	7%
	General Help	\$8.84-\$9.08 (\$8.11-\$8.33)	\$9.46-\$9.72
	Electrician - Electronics	\$13.72 (\$12.59)	\$14.68

Probationary period is 320 hours worked. Maximum rate for General Help is reached after 3 months.

Shift Premium: 0-35¢-35¢ (0-30¢-35¢).

Health and Welfare: Life Insurance - Effective April 1, 1983, \$16,000 (\$14,000) coverage.

A.D. & D. - Effective April 1, 1983 \$32,000 (\$28,000) coverage.

Weekly Indemnity - Effective April 1, 1983, benefits are 60% (66 2/3%) of weekly earnings to a maximum of \$275 (\$235). Effective January 1, 1984, \$290.

Dental Plan - Effective April 1, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Employee contributes 60¢ per month for single coverage and \$2.10 per month for family coverage. (Previously, employer paid \$5.32 and \$19.13 respectively.)

Pension Plan: Early Retirement (new) - Employee may retire with an unreduced pension at age 61 with 20 years' service.

Bridging Supplement (new) - \$9 per month per year of service.

Meal Allowance: Effective April 1, 1983, \$3.50 (\$3.00).

Safety Shoe Allowance: Effective April 1, 1983, employer pays 50% of the cost of 1 pair per year with no maximum. (Previously, employer paid 50% with a maximum of \$30.)

#### PRIMARY METAL

CAE - Montupet DieCast Ltd. at St. Catharines - Local 2719, Machinists (AFL-CIO/CLC):  
A 24-month renewal agreement effective from January 2, 1983 to January 1, 1985, covering 209 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Jan. 2/83	Jan. 2/84	July 2/84
	General Increases	22¢	20¢	25¢
	COLA Fold-in	40¢		
	Labourer	\$7.77 (\$7.15)	\$7.97	\$8.22
	Electrician A	\$11.32 (\$10.70)	\$11.52	\$11.77

Cost of Living Allowance: Effective January 2, 1984, 1¢ per 0.2 (0.4) rise in the Consumer Price Index - 1981 (1971)=100, using December 1983 as the base index month. Capped at 40¢ (unchanged). Triggers at 5% (7%) Adjusted monthly. Paid as a float.

Shift Premium: 0-35¢-45¢ (0-30¢-35¢).

Health and Welfare: Dental Plan (new) - Effective January 2, 1984, employer pays 100% of premium costs. Coverage is based on the 1982 Ontario Dental Association fee schedule.

Safety Boot Allowance: \$50 (\$40) per contract year.

#### METAL FABRICATING

Tridon Limited at Burlington - Employees' Union (Ind.): A 24-month renewal agreement effective from January 1, 1983 to December 31, 1984, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/83	Jan. 1/84
	COLA Fold-in	52¢	
	General Increases	6%	5%

	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
Operator (Non-incentive)	\$8.34 (\$7.35)	\$8.76
Shipper	\$10.67 (\$9.55)	\$11.20
Electrical Maintenance	\$12.75 (\$11.51)	\$13.39
Toolmaker A	\$12.92 (\$11.67)	\$13.57

**Cost of Living Allowance:** Effective January 1, 1984, 1¢ per full 0.1% increase in the Consumer Price Index - 1971=100, using December, 1982 as the base index month. Triggers at 7%, with the first adjustment in December, 1983. Adjusted quarterly thereafter and paid bi-weekly. (Basic formula is unchanged).

**Shift Premium:** 0-27¢-32¢ (0-25¢-30¢). Effective January 1, 1984, 0-28¢-33¢.

**Bereavement Leave:** Legal guardian is added to the provision for 3 days' paid leave to attend the funeral. One day's paid leave to attend the funeral of grandparents (new).

**Health and Welfare:** Weekly Indemnity - Payable on a 1-1-6-15 (1-1-6-26) basis.

Long Term Disability (new) - Employer pays 100% of premium costs. Benefit is 66 2/3% of average earnings in the twenty week period, prior to disability or the UIC allowable payment when disability occurs, whichever is greater, to age 65.

Dental Plan - Coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective January 1, 1984, the 1982 ODA fee schedule.

**Pension Plan:** Basic Benefit - \$10 per month per year of past and future service to a maximum of \$300 per month, for an employee who, is 55 years of age or over. \$8 (\$5) per month per year of future service for all others. Effective January 1, 1984, \$10.

**Safety Shoe Allowance:** Employer contributes up to \$50 (\$40) towards the cost per year, where safety shoes are mandatory.

Snap-On Tools of Canada Ltd., province-wide - Local 5483, United Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from October 31, 1982 to October 30, 1983, covering 269 employees\*, settled with mediation assistance. Duration of negotiations - 5 months.

\*Includes 169 employees currently on lay-off status.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

General Labour	\$7.57
Electrician, Licensed	\$11.00

Crane Canada Inc. at Brantford - Local 7480, United Steelworkers (AFL-CIO/CLC): An 18-month renewal agreement effective from October 1, 1982 to April 1, 1984, covering 254 employees, settled at the post mediation bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Apr. 1/83</u>
	Increase	6% or 43¢ per hour
	Assembler	\$7.21 (\$6.78)
	Electrician-Electronics	\$11.21 (\$10.58)

Health and Welfare: United Steelworkers Health and Welfare Fund - Employer contributes 57¢ (51¢) per hour worked. Effective January 1, 1983, 60¢. Effective January 1, 1984, 63¢.

Pension Plan: Basic Benefit - Effective January 1, 1983, \$6.50 (\$5.50) per month per year of service. Effective January 1, 1984, \$7.50.

Otaco, Division of Redlaw Industries Inc. at Orillia - Local 4657, United Steelworkers (AFL-CIO/CLC) (production, maintenance and service employees): A 24-month renewal agreement effective from March 27, 1983 to March 26, 1985, covering 275 employees, settled with mediation assistance. Duration of negotiations - 4 months. Previous agreement expired February 7, 1983.

Wages:	Effective	<u>Mar. 20/83</u>	<u>Feb. 5/84</u>	<u>Aug. 12/84</u>
	COLA Fold-in	\$1.96		
	General Increases	4%	3%	2%
	Labourer	\$8.16 (\$5.89)	\$8.40	\$8.57
	Tool and Die Maker (Trade Certificate)	\$10.66 (\$8.29)	\$10.98	\$11.20

Cost of Living Provision: Inoperative. (Previously, 1¢ per 0.35 rise in the Consumer Price Index - 1971=100, using January, 1982 as the base index month. Adjusted and paid quarterly).

# TRANSPORTATION EQUIPMENT

Boeing of Canada Limited, Arnprior Division at Arnprior - Local 1542, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from March 7, 1983 to March 6, 1985, covering 205 employees\*, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

\*Includes 40 employees currently on lay-off status.

Wages:	Effective	Mar. 7/83	Mar. 7/84
General Increases		7%	5%
COLA Fold-in		\$1.49	
Electrical Bench Inspector A		\$9.88 (\$7.84)	\$10.37
Sheet Metal Journeyman A		\$11.79 (\$9.63)	\$12.38

Cost of Living Provision: Deleted. (Previously, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, above the base of February 1981. Adjusted quarterly.)

Paid Vacation: 4 weeks after 13 (15) years' service.

International Harvester Company Canada Limited at Chatham - Local 127, Auto Workers (CLC) (production employees): A 19-month renewal agreement effective from March 9, 1983 to October 1, 1984, covering 1,255 employees\*, settled during a work stoppage. Duration of negotiations - 3 months. Previous contract expired February 1, 1983.

\*Includes 558 employees currently on lay-off status.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

General Labourer	\$9.16-\$9.22
Electrician	\$11.45-\$11.61

Cost of Living Allowance: \$2.55 COLA generated under the previous agreement continues to float.

1¢ per 0.26 change in the average combined U.S./Canada Consumer Price Index - 1967=100, calculated quarterly. First adjustment in March 1983 compares November 1982 to January 1983 over

August 1982 to October 1982. (Basic formula is unchanged.)  
Effective September 2, 1983, calculations will be based on the  
All Canada Consumer Price Index - 1969=100.

Shift Premium:	Effective the first full pay period after ratification, 6% of hourly rate. (Previously, 0-40¢-48¢).
Overtime Pay:	COLA is included in the calculations (new).
Paid Holidays:	1 day is added during the Christmas shutdown for a total of 18 days over the life of the contract.
Paid Personal Holidays:	Eliminated. (Previously, 12 days over the life of the contract).
Paid Vacation:	2 (3) weeks after 1 year's service, 3 (4) weeks after 3 years, 4 (5) weeks after 10 years and 4 (5) weeks plus 1 week Paid Absence Allowance (unchanged) after 20 year's service.
Christmas Bonus:	Eliminated (previously, \$25).
Summer Vacation Bonus:	Eliminated (previously, \$75).
Health and Welfare:	<u>Life Insurance, A.D. &amp; D. and Total and Permanent Disability</u> - Coverage varies by hourly rate. Maximum coverage for Life Insurance is \$35,000 (\$30,000); for A.D.& D., \$17,500 (\$15,000) and maximum Disability Benefit is \$700 (\$600) per month for 50 months.
Pension Plan:	<u>Early Retirement</u> - Special provisions will be available in the case of partial plant closure (new).  <u>Special Payment (new)</u> - \$300 lump sum payment for all pensioners and \$180 for all surviving spouses, payable January 1, 1984.  <u>Earnings Limitation</u> - \$6,000 (\$5,500). Effective in 1984, \$6,600.
Supplementary Unemployment Benefit Plan:	Effective April 1, 1983, \$240,000 added to fund.  Benefits - \$60 to \$100 per week, depending on viability of fund. Should the Credit Unit Cancellation Base equal or exceed \$125, benefits will equal 95% of take home pay, as in previous agreements.
Tool Insurance:	Maximum \$1,500 (\$1,000) coverage.
Total and Permanent Plant Closure:	90 days advance notice with a termination pay plan augmenting statutory requirements but limited to a combined overall liability of \$300,000 (new).

NOTE: Vacation entitlements, paid personal holidays, Christmas bonus and summer vacation bonus, which have been reduced or suspended for this agreement, will be fully restored with the commencement of the new agreement.

Champion Spark Plug Company of Canada Limited at Windsor - Local 195, Auto Workers (CLC) (production and maintenance employees): A 36-month renewal agreement effective from February 1, 1983 to February 1, 1986, covering 250 employees\*, settled during a work stoppage. Duration of negotiations - 4 months.

\*Includes 12 employees currently on lay-off status.

Wages:	Effective	<u>Feb. 4/85</u>
	Increase:	
	Incentive	27¢
	Non-incentive	3%
	<u>Non-Incentive</u>	
	General Labour	\$9.949
	(Light)	(\$9.659)
	Electrician	\$12.017
		(\$11.667)

Hiring-In Rates - Start rate is 85% of job rate; progresses at 5% increments every 6 months to 100% of job rate. (Previously started at 60¢ below job rate and progressed to full job rate after 60 days.)

Cost of Living Allowance: \$2.30 of the \$2.35 generated under the previous agreement is to be folded into wages on February 1, 1985, leaving a float of 5 cents. If the existing allowance is less than \$2.35 per hour, then the lesser amount reduced by the minimum float of 5¢ per hour shall be added to the non-incentive hourly rates. This amount divided by the factor of 1.15 is added to the incentive base rate.

Quarterly adjustments effective March, 1983 to December, 1985 of 1¢ per 0.3 (0.26) change in the average combined U.S./Canada Consumer Price Index - 1967=100. Effective March 5, 1984, calculations will be based on the All Canada Consumer Price Index - 1981=100.

Effective June 6, 1983, 1¢ per hour is diverted per quarter for 10 consecutive quarters to fund fringe benefits.

Paid Personal Holidays: Eliminated. (Previously, 17 days over the life of the contract).

Sunday Bonus Holidays: Eliminated. (Previously, 6 days over the life of the contract).

Health and Welfare: Life Insurance - Effective May 1, 1983, \$19,000-\$32,000 (\$17,000-\$30,000) coverage, depending on wages. Effective February 1, 1985, \$21,000-\$34,000.

A.D. & D. - Effective May 1, 1983, \$4,250-\$7,500 (\$8,500-\$15,000) coverage, depending on wages. Effective February 1, 1985, \$10,050-\$17,000.

Total and Permanent Disability - Effective February 1, 1985, \$360-\$620 (\$340-\$600) per month depending on wages.

Pension Plan:

Shutdown Early Retirement Benefits (new) - In the event of plant closure, employee may retire with an unreduced pension if age plus years of service total 55. Minimum requirements are age 40 and 10 years' service. In addition, a supplementary benefit of \$15 per month per year of credited service to a maximum of 25 years, is payable until age 65.

Special Payment (new) - \$200-\$300 lump sum payment on December 1, 1984 to specified retirees, depending on credited service and \$120-\$180 for surviving spouses.

Supplementary  
Unemployment  
Benefit Plan:

Employer Contributions - Effective May 1, 1983, 20¢-32¢ (17¢-29¢) per straight time hour worked.

Long Term Lay-off - 104 (52) weeks of SUB coverage for employee with 10 or more years of service. Hospital-Medical-Surgical-Drug-Dental-Hearing Aids and Vision Care benefits continue during this time.

Hayes-Dana Inc. at St. Catharines and Thorold - Local 676, Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1983 to May 31, 1986, covering 935 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:

Effective	<u>June 1/85</u>
General Increase	30¢
COLA Fold-in	Accumulated float less 5¢ minimum float
Labourer	\$12.02 (\$11.72)
Electrician	\$13.68 (\$13.38)
Die Sinker*	\$14.79 (\$14.49)

\* Rates include 50¢ which was previously paid as an add-on.

Previous rates reflect 61¢ COLA fold-in on May 31, 1981 and 74¢ on May 30, 1982.

Cost of Living  
Allowance:

46¢ COLA float generated during previous agreement continues.

Effective June 1, 1983, 1¢ per 0.125 increase in the All Canada Consumer Price Index - 1981=100. Adjusted quarterly and folded into wages on June 1, 1985. (Previously, 1¢ per 0.26 increase in the combined U.S./Canada Consumer Price Index. Adjusted quarterly.)

Allowance generated to be reduced by an unrecoverable diversion to funding of benefits and special payment for retirees: 2¢ during each of the first 4 adjustments and 1¢ for the last 6 quarters, for a total of 14¢.

Paid Personal  
Holidays:

Eliminated. (Previously, 8 days.)

Health and  
Welfare:

Life Insurance - \$24,000 (\$23,000) coverage. Effective June 1, 1984, \$25,000.

A.D. & D. - \$12,000 (\$11,500) coverage. Effective June 1, 1984, \$12,500.

Pension Plan:

Special Payment (new) - \$150 lump sum payment for all pensioners or \$90 for all surviving spouses, payable December 1, 1984 and December 1, 1985.

Earnings Limitation - \$6,000 (\$5,500). Effective June 1, 1984, \$6,600. Effective June 1, 1985, \$7,500.

Long Manufacturing Division, Borg-Warner (Canada) Ltd. at Oakville - Local 1256, Auto Workers (CLC): A 36-month renewal agreement effective from March 16, 1983 to March 15, 1986, covering 238 employees\*, settled at the bargaining stage. Duration of negotiations - 3 months.

\*Includes 200 employees currently on lay-off status.

Wages:

Effective	<u>Apr. 5/83</u>	<u>Mar. 15/84</u>	<u>Mar. 15/85</u>
COLA Fold-in	\$2.34		
Skilled Trades Adjustment		30¢	30¢
Stock Handler	\$11.83 (\$9.49)	\$11.83	\$11.83
Tool & Die Maker	\$13.46 (\$11.12)	\$13.76	\$14.06

Cost of Living  
Allowance:

Effective November 15, 1984, 1¢ per 0.4 (0.3) point rise in the Consumer Price Index - 1971=100, using the increase in the index between July and October. Adjusted and folded in quarterly.

Paid Holidays:

12 (17) days per year. Effective in 1985, 13 days.

Paid Vacation:

5 weeks after 20 years' service eliminated.

Vacation Bonus: Eliminated. (Previously, 2 days' pay per year.)

Health and Welfare: Weekly Indemnity - Benefit increases to \$235 (\$225) per week. Effective January 1, 1984, benefit is equivalent to the UIC maximum rate set for January of each year.

Supplementary Unemployment Benefit Plan: Inoperative. (Previously, 1-12 calendar months coverage based on employee's credit unit as of last day worked.)

Union Representation: 2 (4) Committeemen may be absent from regular duties up to a maximum of 2 (3) hours per day to investigate and settle grievances. Maximum 3 (4) hours per day absence for the Plant Chairman.

## ELECTRICAL PRODUCTS

Canadian General Electric Company Ltd. at Barrie, Burlington, Guelph, Peterborough, Toronto and Trenton - Various locals, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from December 24, 1982 to December 23, 1984, covering 4,400 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 24/82</u>	<u>July 4/83</u>	<u>Dec. 26/83</u>
Increases		34¢-55¢	10¢	17¢-31¢
COLA Fold-in		79¢		

### Job Rates

Light Assembly	\$9.795 (\$8.665)	\$9.895	\$10.065
Labourer	\$9.955 (\$8.825)	\$10.055	\$10.225
Tool and Die Maker	\$12.914 (\$11.604)	\$13.014	\$13.304

Previous rates reflect 78¢ COLA fold-in.

Cost of Living Allowance: Effective in 1983, 1¢ per 0.32 point rise in the Consumer Price Index - 1971=100, between June and September. Folded into wages on December 26, 1983. (Basic formula is unchanged.)

Effective in 1984, 3 quarterly adjustments starting December 1983 to March 1984.

Health and Welfare: A.D.& D. - Effective March 21, 1983, benefits are payable if death or loss of sight or limb occurs within 1 year (90 days) of injury. Benefits continue for employees on lay-off between age 55 and 60, with 10 years' service.

Weekly Indemnity - Effective March 21, 1983, benefits are payable for a totally disabled employee from the first day if a surgical procedure is performed while registered as an out-patient in an approved hospital.

Major Medical - Effective January 1, 1983, maximum paramedic claim of \$175 (\$150) per year and maximum claim for hearing aid is \$350 (\$300) every 2 (3) years.

Drug Plan - Benefits are available to retirees and their spouses (new).

Dental Plan - Effective January 1, 1983, maximum benefit increases to \$750 (\$500) per member per year. Effective March 21, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective January 1, 1984, the 1982 ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1983, benefits range from \$10.40-\$16.80 (\$9.60-\$16.00) per month per year of service. Effective January 1, 1984, \$11.20-\$17.60.

Effective January 1, 1983, Long Term Disability benefit recipients who recover and return to work for 6 months without a recurrence receive credited service for the period of time on LTD that pension benefits accrued, provided at the time of recovery pension benefits were being accrued.

Early Retirement - Effective January 1, 1983, employee may retire at age 60 (62) with an unreduced pension. Also applies to disability pension and pre-retirement spouse pension.

50% Survivorship Option Reinstatement Factor - Effective January 1, 1983, 100% reinstatement if spouse dies within 1 year of retirement; 80% within 2 years; 60% within 3 years; 40% within 4 years and 20% within 5 years.

Retraining Allowance: Up to \$1,000 (\$750) in the event of a plant closure.

Lay-Off Benefits: Effective March 21, 1983, \$231 (\$175) per week.

Severance Pay: 1 1/2 (1) weeks' pay per year of service at age 55 after 20 years of service.

Technological Change: Present job rate is guaranteed for up to 26 weeks for employee displaced due to introduction of robotics or automated processes.

## PETROLEUM AND COAL PRODUCTS

BP Refining and Marketing Canada Limited, formerly BP Oil Limited, (Trafalgar Refinery, Trafalgar Marketing Terminal and Mississauga Packaged Product Warehouse) - Local 593, Energy and Chemical Workers (CLC): Three 12-month renewal agreements effective from February 1, 1983 to January 31, 1984, covering 264 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 1/83</u>
	General Increase	6%
	<u>Trafalgar Refinery</u>	
	General Utilityman	\$11.37 (\$10.73)
	Plant Operator	\$17.41 (\$16.42)

Shift Premium: 29¢-59¢-\$1.02 (28¢-55¢-97¢).

Severance Pay: Refinery Closure - Employee will receive 1 week's pay per year of service. (Previously, 1 week per year of service to a maximum of 26 weeks.) Recall rights waived upon acceptance of payment. Employee will receive not less than 3 months' notice of closure (new).

#### CHEMICAL AND CHEMICAL PRODUCTS

Connaught Laboratories Limited at Toronto and Bolton - Local 67, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from April 1, 1983 to March 31, 1985, covering 509 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/83</u>	<u>Apr. 1/84</u>
	General Increases	6%	50¢
	<u>Laboratory Employees</u>		
	Lab. Technician 1	\$7.88-\$8.33 (\$7.43-\$7.86)	\$8.38-\$8.83
	Technical Specialist	\$13.33-\$14.26 (\$12.58-\$13.45)	\$13.83-\$14.76

Probationary period is three months. Maximum rates are reached after two years.

Lever Detergents Limited at Toronto - Local 132, Teamsters, Chemical Div. (Ind.): A 24-month renewal agreement effective from March 13, 1983 to March 15, 1985, covering 403 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 13/83</u>	<u>Mar. 18/84</u>
	General Increases	8.5%	7%
	Job Class Increments	35¢ (30.5¢-34.5¢)	37.5¢

	<u>Mar. 13/83</u>	<u>Mar. 18/84</u>
Step 2 (includes Cleaner-General Services)	\$10.90 (\$10.045)	\$11.665
Step 13 (includes Electronic-Electrician)	\$14.75 (\$13.590)	\$15.79
Off-Shift Premium Pay:	50¢ (45¢) per hour. Effective March 18, 1984, 54.5¢.	
Chargehand Premium:	76.5¢ (70.3¢) per hour. Effective March 18, 1984, 81.5¢.	
Relief Supervisor Premium:	98¢ (90.5¢) per hour. Effective March 18, 1984, \$1.05.	
Spare Person Premium:	A-43.5¢ per hour; B-54.5¢; C-76.5¢. Effective March 18, 1984, A-46.5¢; B-58.5¢; C-81.5¢.	
Working Foreman Premium:	\$1.09 (\$1.005) per hour. Effective March 18, 1984, \$1.165.	
Health and Welfare:	<u>Life Insurance</u> - Effective March 28, 1983, \$12,000 (\$10,000) coverage.	
	<u>Dental Plan</u> - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective March 18, 1984, the 1984 ODA fee schedule. Effective January 1, 1985, major restorative coverage is added on a 50%/50% co-insurance basis.	
Meal Allowance:	\$4.00 (\$3.60). Effective March 18, 1984, \$4.40.	
Safety Shoe Allowance:	Employer pays the cost of 2 pairs of basic shoes per year. (Unchanged, except previously a maximum of \$67.50.)	
Tool Allowance:	\$2.50 (\$2.00) per week for Tradesmen. Effective March 18, 1984, \$3.00.	

Dow Chemical Canada Inc. at Sarnia - Local 672, Energy and Chemical Workers (CLC): A  
 12-month renewal agreement effective from March 1, 1983 to February 29, 1984, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 20/84</u>
	General Increase	6%
	Utility "B"	\$10.14 (\$9.57)
	Lead Journeyman	\$15.37 (\$14.50)

Feb. 20/84

Chief Operator                      \$16.56  
   (\$15.62)

Shift Premiums:    8-Hour Shifts - 0-57¢-\$1.01 (0-54¢-95¢).  
                         12 Hour Shifts - 38¢ (36¢) days; 86¢ (81¢) nights.

Bereavement                      Son-in-law and daughter-in-law are added to the provision for 1  
Leave:                                day's paid leave.

MISCELLANEOUS MANUFACTURING

Canadian General-Tower Limited at Cambridge - Local 862, Rubber Workers  
(AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1983 to February 28, 1985, covering 280 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Mar. 1/83</u>	<u>Apr. 1/83</u>	<u>Sept. 1/83</u>
	General Increases	20¢		45¢
	COLA Fold-In		\$1.52	
	Inequity Adjustments	1¢-35¢ for some class- ifications		
	Additional Adjustments	Job classif- ication structure revised	29% fold-in on Incentive Rates and Incentive System deleted	
	Serviceman	\$7.35 (\$7.10)	\$8.87	\$9.32
	Electrician	\$10.05 (\$9.62)	\$11.57	\$12.02
	Effective	<u>Mar. 1/84</u>		<u>Sept. 1/84</u>
	General Increases	25¢		35¢
	Serviceman	\$9.57		\$9.92
	Electrician	\$12.27		\$12.62

Cost of Living Provision:	Effective April 1, 1983, \$1.52 COLA float is folded into wages. This amount includes 35¢ COLA advance which was paid as an add-on under the previous agreement.
	Inoperative. (Previously, quarterly adjustments of 1¢ per 0.3 change in the Consumer Price Index - 1971=100, using February 1981 as the base index month).
Vacation Pay:	Effective April 1, 1983, minimum \$231 (\$170) per week plus COLA (new) for employee absent due to sickness or injury provided he/she has worked a minimum of 3 months during the calendar year.
Health and Welfare:	<u>Life Insurance</u> - Effective April 1, 1983, \$14,000 (\$12,500) coverage.
	<u>Weekly Indemnity</u> - Effective April 1, 1983, benefit increases to \$231 (\$170) per week.
	<u>Dental Plan</u> - Effective April 1, 1983, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.
Pension Plan:	<u>Basic Benefit</u> - \$9.25 (\$8.00) per month per year of service. Effective March 1, 1984, \$10.
Meal Allowance:	Effective April 1, 1983, \$3.25 (\$2.25).
Mileage Allowance:	Effective April 1, 1983, 24¢ (20¢) per mile.
Prescription Safety Glasses:	Effective March 1, 1984, \$90 (\$80) per contract year.
Safety Shoe Allowance:	Employer contributes \$35 (\$30) for 1 pair per contract year and \$17.50 (new) for a second pair per contract year, where approved.

## MINES

Falconbridge Limited, formerly Falconbridge Nickel Mines Limited, at Falconbridge - Local 598, Mine, Mill and Smelter Workers (Ind.) (mine and smelter hourly employees): A 29 1/2-month renewal agreement effective from March 8, 1983 to August 21, 1985, covering 1,891 employees\*, settled with mediation assistance. Duration of negotiations - 9 months. Previous agreement expired August 21, 1982.

\*Includes 804 employees currently on lay-off status.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

Effective

Mar. 8/83

Apr. 1/84

Wage and  
Benefit  
Re-opener

Mar. 8/83

Job Class 1 (includes Labourer)	\$9.22
Job Class 8 (includes Heavy Equipment Operator)	\$10.165
Job Class 16 (includes Electrician 1st Class)	\$11.245

Rates reflect COLA fold-ins made in 1980 and 1981.

Starting Rate for Apprentices - Job Class 4 (1).

Cost of Living Provision:	97¢ float generated during the previous agreement continues. Effective October 16, 1983, \$1 per hour worked will be added to the float for a total of \$1.97.  Inoperative. (Previously, 1¢ per 0.35 point increase in the Consumer Price Index - 1961=100. Adjusted quarterly and folded-in annually.)
Bereavement Leave:	3 days' paid leave for immediate family, to be taken within 7 calendar days from date of death. (Previously, to be taken between time of death and burial.)
Health and Welfare:	<u>Weekly Indemnity</u> - Effective April 1, 1983, benefit increases to \$231 (\$210) per week.
Pension Plan:	<u>Basic and Supplementary Benefits</u> - Effective for all employees retiring on or after September 1, 1982, \$15 (\$12) per month per year of service.

#### TRANSPORTATION

I.C.L. International Carriers Limited at London, Oshawa, St. Catharines and Windsor -  
Locals 141, 879, 880 and 938 Teamsters (Ind.) (drivers, dockmen,  
checkers and maintenance employees): Two 33-month renewal  
agreements effective from April 1, 1983 to December 31, 1985 with  
wages retroactive to November 22, 1982\*, covering 326 employees,  
settled at the bargaining stage. Duration of negotiations - 1  
week.

\* Corresponds with the date of the first increase in the master  
agreements of the Motor Transport Industrial Relations Bureau of  
Ontario Inc. (General Freight and General Maintenance Divisions).

Wages:	Effective	<u>Nov. 22/82</u>	<u>Apr. 1/83</u>
	General Increases	50¢	35¢

	<u>Nov. 22/82</u>	<u>Apr. 1/83</u>
Skilled Trades Adjustment		25¢ for Skilled Class I
<u>Freight Agreement</u>		
Dockman	\$10.89-\$10.94 (\$10.39-\$10.44)	\$11.24-\$11.29
Driver and Checker	\$10.99-\$11.04 (\$10.49-\$10.54)	\$11.34-\$11.39
Effective	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>
General Increases	75¢	\$1.00
Dockman	\$11.99-\$12.04	\$12.99-\$13.04
Driver and Checker	\$12.09-\$12.14	\$13.09-\$13.14

Mileage Rates - Drivers on highway operations: Effective November 22, 1982, 25.34¢-25.74¢ (24.34¢-24.74¢) per mile depending on number of axles. Effective April 1, 1983, 26.04¢-26.45¢. Effective April 1, 1984, 27.54¢-27.95¢. Effective April 1, 1985, 29.54¢-29.95¢.

Probationary period is 30 calendar days. Maximum rates are reached after 60 days of employment.

Cost of Living Allowance:\*\*

10¢ per hour worked or 0.25¢ per mile driven per 1% increase in the Consumer Price Index - 1971=100, above the September base in each year of the agreement. Triggers at 5%. Calculated and paid monthly as a lump sum. (Basic formula is unchanged.)

Paid Holidays:

1 day is deleted for a total of 12 days.

Health and Welfare Fund:\*\*

Employer Contribution - Effective November 17, 1982, \$117 (\$102) per month per employee.

Pension Fund:\*\*

Employer Contribution - \$205 (\$185) per month per employee.

\*\*Any increases in these benefits, gained in negotiations between the Motor Transport Industrial Relations Bureau of Ontario Inc. and Teamsters Locals 141, 879, 880 and 938 during the term of this agreement shall automatically apply.

Kingsway Transport Ltd. and Kingsway Dalewood Ltd. at Toronto and other centres - Locals 91, 141, 879, 880 and 938, Teamsters (Ind.): Two 12-month revised agreements effective from October 1, 1983 to September 30, 1984\* and two 12-month renewal agreements effective from October 1, 1984 to September 30, 1985, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

\* Previous agreements were effective from October 1, 1982 to September 30, 1984. For details see page 277 of the May, 1982 Report and page 504 of the August, 1982 Report.

Wages:	Effective	Oct. 1/83	Oct. 1/84
General Increases		33¢	75¢
<u>Ontario Freight Agreement</u>			
Dockman		\$12.25-\$12.30 (\$11.92-\$11.97)	\$13.00-\$13.05
Checker		\$12.34-\$12.39 (\$12.01-\$12.06)	\$13.09-\$13.14
Driver		\$12.35-\$12.40 (\$12.02-\$12.07)	\$13.10-\$13.15

Maintenance Agreement

Unskilled Classification	\$12.34-\$12.37 (\$12.01-\$12.04)	\$13.09-\$13.12
Skilled Classification #1	\$13.54-\$13.64 (\$13.21-\$13.31)	\$14.29-\$14.39

Mileage Rates - Drivers on highway operations: 28.15¢ (27.49¢) per mile for 2, 3 and 4 axles; 28.35¢ (27.69¢) for 5 and 6 axles; 28.55¢ (27.89¢) for 7 axles and up. Effective October 1, 1984, 29.65¢, 29.85¢ and 30.05¢, respectively.

Casual, Part-time and Student Rate - \$1.50 per hour less than the appropriate regular hourly rate for casual and part-time employees and \$8.50 per hour (unchanged) for students.

Previous hourly rates reflect 18¢ COLA fold-in and mileage rates reflect 0.45¢ COLA fold-in on October 1, 1982.

Probationary period is 30 calendar days. Maximum rates are reached after 60 days of employment.

Cost of Living  
Allowance:

10¢ per hour worked and 0.25¢ per mile driven for each 1% increase in the Consumer Price Index - 1971=100, using September 1983 as the base index month for the revised agreements and September, 1984 for the renewed agreements. Triggers at 5% in each agreement. Adjusted and paid monthly as a lump sum payment. The average of the hourly and mileage COLA payments during each agreement year is to be folded into regular rates annually on October 1, 1983 and October 1, 1984. (Basic formula is unchanged).

Drivers Over-  
time Premium:

\$6.69 (\$6.52) per hour. Effective October 1, 1984 \$7.07. (Previous rate reflects 9¢ COLA fold-in on October 1, 1982).

Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Division) in Ontario and Quebec - Locals 69, 106, 880, and 938, Teamsters (Ind.) (drivers, mechanics, yardmen and loaders): A 36-month renewal agreement effective from February 1, 1983 to January 31, 1986, with wages retroactive to January 1, 1983, covering 1,100 Ontario employees, settled with mediation assistance. Duration of negotiations - 9 months. Previous agreement expired June 30, 1982.

Wages:	Effective	Jan. 1/83	Oct. 1/83	May 1/84
	General Increases	\$1.00	30¢	30¢
	Skilled Trades Adjustment	25¢		
	Driveaway Man	\$11.81 (\$10.81)	\$12.11	\$12.41
	Driver	\$12.06 (\$11.06)	\$12.36	\$12.66
	Maintenance (Skilled)	\$13.14 (\$11.89)	\$13.44	\$13.74
	Effective	Nov. 1/84	May 1/85	Nov. 1/85
	General Increases	45¢	40¢	50¢
	Skilled Trades Adjustment			10¢
	Driveaway Man	\$12.86	\$13.26	\$13.76
	Driver	\$13.11	\$13.51	\$14.01
	Maintenance (Skilled)	\$14.19	\$14.59	\$15.19

Mileage Rates - Drivers on highway operations: Effective January 1, 1983, Loaded - 28.380¢ (26.780¢) and Empty - 23.580¢ (22.280¢). Effective October 1, 1983, Loaded - 29.080¢ and Empty - 24.080¢. Effective May 1, 1984, Loaded - 29.780¢ and Empty - 24.580¢. Effective November 1, 1984, Loaded - 30.530¢ and Empty - 25.130¢. Effective May 1, 1985, Loaded - 31.330¢ and Empty - 25.730¢. Effective November 1, 1985, Loaded - 32.230¢ and Empty - 26.430¢.

Previous hourly rates reflect 85¢ COLA fold-in and previous mileage rates reflect 2.125¢ COLA fold-in.

Cost of Living Allowance:

Effective January 4, 1984, 1¢ per hour, or .025¢ per mile, per 0.7 point increase in the Consumer Price Index - 1971=100, between November, 1983 and November, 1982, the base index month. Triggers at 8%. Adjusted and paid annually. Effective January 4, 1985, the base index month is November, 1983. (Previously, no trigger.)

Premium Pay:	<p><u>Fuelling</u> - Effective February 1, 1983, \$3.15 (\$3.00). Effective November 1, 1984, \$3.30. Effective November 1, 1985, \$3.70.</p> <p><u>Load and Unload Stops</u> - Effective February 1, 1983, \$1.70-\$2.25 (\$1.60-\$2.15) depending on number of units. Effective November 1, 1984, \$1.80-\$2.35. Effective November 1, 1985, \$2.05-\$2.60.</p> <p><u>Pickouts</u> - Effective February 1, 1983, \$1.05 (\$1.00). Effective November 1, 1984, \$1.10. Effective November 1, 1985, \$1.25.</p> <p><u>Premium Stop</u> - Effective February 1, 1983, \$2.05 (\$1.95). Effective November 1, 1984, \$2.15. Effective November 1, 1985, \$2.45.</p> <p><u>Stop Rate</u> - Effective February 1, 1983, \$3.15 (\$3.00). Effective November 1, 1984, \$3.30. Effective November 1, 1985, \$3.70.</p>
Paid Holidays:	1 (5) floating holiday per year for a total of 12 general holidays.
Bereavement Leave:	Current common-law spouse is added to the provision for 3 days' paid leave.
Health and Welfare:	<p><u>Health and Welfare Fund</u> - Employer contribution for Life Insurance, A.D.&amp; D., Dependant Life Insurance, Weekly Indemnity and Long Term Disability is \$30 (\$55) per month per employee. Should the reserve fund fall to \$500,000, the premiums shall be increased to cover the costs of the plan, and to protect the reserve fund with a minimum balance of \$500,000.</p> <p><u>Extended Health Care</u> - Effective April 1, 1983, \$100 (\$80) per person per year for prescription eyeglasses and \$350 (\$300) per person every 3 years for hearing aids. Effective April 1, 1984, maximum claim for eyeglasses increases to \$125.</p> <p><u>Dental Plan</u> - Effective April 1 of each year of the contract the Ontario Dental Association fee schedule will be upgraded to the current year. Effective April 1, 1983, orthodontic life-time maximum increases to \$1,250 (\$1,000). Effective April 1, 1985, \$1,500.</p>
Pension Plan:	Effective February 1, 1983, employer contributes \$133 (\$118) per month per employee. Effective February 1, 1984, \$143. Effective February 1, 1985, \$153.
Meal Allowance:	Effective February 1, 1983, \$6.30 (\$6.00). Effective November 1, 1984, \$6.60. Effective November 1, 1985, \$7.25.
Prescription Safety Glasses:	Employer pays a maximum of \$125 (\$90) per contract year.

Overland Express (Ontario Freight Agreement), province-wide - Locals 141, 879, 880 and 938, Teamsters (Ind.): A 12-month revised agreement effective from October 1, 1983 to September 30, 1984\* and a 12-month renewal agreement effective from October 1, 1984 to September 30, 1985, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

\* Previous agreement was effective from October 1, 1982 to September 30, 1984. For details see page 91 of the February, 1982 Report.

Wages:	Effective	Oct. 1/83	Oct. 1/84**
General Increases		32¢	75¢
Dockman		\$12.24-\$12.29 (\$11.92-\$11.97)	\$12.99-\$13.04
Checker		\$12.33-\$12.38 (\$12.01-\$12.06)	\$13.08-\$13.13
Driver		\$12.34-\$12.39 (\$12.02-\$12.07)	\$13.09-\$13.14

Mileage Rates - Drivers on highway operations: 27.59¢ (27.49¢) per mile for 2, 3 and 4 axles; 27.79¢ (27.69¢) for 5 and 6 axles; 27.99¢ (27.89¢) for 7 axles and up. Effective October 1, 1984\*\*, 29.54¢, 29.74¢ and 29.94¢, respectively.

\*\* Wage and mileage rates are identical to the Motor Transport Industrial Relations Bureau of Ontario (Inc.) (General Freight Division) October 1, 1984 rates.

Previous hourly rates reflect 18¢ COLA fold-in and mileage rates reflect 0.45¢ COLA fold-in on October 1, 1982.

Probationary period is 30 calendar days. Maximum rates are reached after 60 days' employment.

Cost of Living Allowance: 10¢ per hour worked and 0.25¢ per mile driven for each 1% increase in the Consumer Price Index - 1971=100, using September, 1983 as the base index month for the revised agreement and September, 1984 for the renewed agreement. Triggers at 5% in each agreement. Adjusted and paid monthly as a lump sum payment. The average of the hourly and mileage COLA payments during each agreement year is to be folded into regular rates annually on October 1, 1983 and October 1, 1984. (Basic formula is unchanged.)

Driver's Overtime Premium: \$6.59 (\$6.52) per hour. Effective October 1, 1984, \$7.06. (Previous rate reflects 9¢ COLA fold-in on October 1, 1982).

## COMMUNICATION

Canada Post Corporation - Public Service Alliance (CLC) (administrative services and programme administration groups): A 12-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from June 21, 1982 to June 20, 1983, covering 270 Ontario employees.

Wages:                      Effective                      June 21/82

General Increase                      8.5%\*

Annual Rates -  
Administrative Services

AS-1                      \$22,201-\$25,708  
                                 (\$20,462-\$23,694)

AS-8                      (\$43,075-\$52,623)  
                                 (\$39,700-\$48,500)

Programme  
Administration Group

PM-1                      \$20,440-\$25,031  
                                 (\$18,839-\$23,070)

PM-6                      \$41,252-\$46,567  
                                 (\$38,020-\$42,919)

PM-7                      \$43,075-\$52,623  
                                 (\$39,700-\$48,500)

\* 0.5% is diverted from the 9% maximum allowable increase to fund benefits.

Shift Premium:                      Effective March 30, 1983, 0-81¢-81¢ (0-35¢-45¢).

Weekend                      Effective March 30, 1983, \$1.01 (45¢) per hour for regular  
Premium:                      scheduled hours.

Acting Pay:                      Levels 1-5 employees receive acting pay after a qualifying period of 5 (10) consecutive working days and for all other levels, after 10 (20) consecutive working days.

Work on                      Effective March 30, 1983, double time for all hours worked in  
Paid Holidays:                      addition to normal pay for the day. (Previously, time and one-half for the first 7 1/2 hours worked and double time thereafter, or double time for all hours worked on an unscheduled day of work, contiguous to a day of rest on which employee worked and received overtime, in addition to normal pay).

Paid Vacation:                      Effective April 1, 1983, 4 weeks after 8 (10) years' service, 6 weeks (new) after 30 years and 7 weeks (new) after 35 years.

Health and Welfare:	<u>Provincial Medicare</u> - Effective April 1, 1983, employer pays 70% (approximately 50%) of premium costs.
	<u>Dental Plan (new)</u> - Effective June 1, 1983, employer shares premium costs to a maximum of \$10 per month per employee.
Bereavement Leave:	Up to 4 (1) days' paid leave to attend the funeral of grandparents and grandchildren, plus 3 days for purposes of travel related to death.
Maternity Leave;	Effective March 30, 1983, 2 weeks' paid leave at 93% of salary. (Previously, employee received an allowance equal to 2 weeks of UIC benefits.) 15 additional weeks at difference between UIC benefits and 93% of salary (new).
Meal Allowance:	Effective March 30, 1983, \$5.50 (\$4.00) after 3 overtime hours and \$4 (\$3) for the second meal.
Job Security:	In case of technological change, the employer guarantees continuous employment for the duration of this agreement provided that affected employees are prepared to accept retraining, reassignment and/or relocation at the employer's expense (new).

#### ELECTRIC POWER, GAS AND WATER UTILITIES

London City Public Utilities Commission - Local 4, Canadian Union of Public Employees (CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 350 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$750 per year
	Job Level 201* (Office Messenger)	\$6.22-\$7.11 (\$5.92-\$6.77)
	Job Level 212 (includes Engineering Technician)	\$13.36-\$16.04 (\$12.72-\$15.28)

Probationary period is 6 months. Maximum rates for Office Messenger are reached after 6 months and for Engineering Technician after 42 months.

\* Employee may be reclassified to Job Level 201-01 to ensure the \$750 minimum increase.

Ontario Hydro, province-wide - Local 1000, Canadian Union of Public Employees (CLC): The 24-month agreement effective from April 1, 1982 to March 31, 1984, covering 15,049 employees, is revised for a 12-month period from April 1, 1983 to March 31, 1984, subject to the provisions of the Inflation Restraint Act, 1982.

Wages:                      Effective                      Mar. 31/83

General Increase                      4.74%\*

Labourer                      \$11.34  
   (\$10.83)

Trade Group 1                      \$15.57  
(includes Electrician                      (\$14.87)  
Journeyman)

Weekly Rates

Grade S1                      \$311.55-\$331.42  
(includes Office                      (\$297.43-\$316.42)  
Juniors)

Grade 66                      \$766.49-\$815.41  
(includes Senior                      (\$731.79-\$778.50)  
Design Technologist)

\*0.26% is diverted from the 5% maximum allowable increase to fund benefits negotiated for the second year of the original agreement.

Cost of Living  
Provision:

Inoperative. (Previous provision provided that effective April 1, 1983, 1% per 1% rise in the Consumer Price Index - 1971=100, above the March 1983 base. Triggered at 10%. Capped at 14%. Calculated monthly.)

For details of the original agreement, see page 194 of the April, 1982 Report.

WHOLESALE TRADE

National Grocers Co. Ltd., Central Information Services and Offices, Warehouse, Transport Division and Cash and Carry Operations at various locations in Ontario and Hull, Quebec - Locals 91, 106, 419, 879 and 880, Teamsters (Ind.): Three 24-month renewal agreements effective from April 1, 1983 to March 31, 1985, covering 545 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:                      Effective                      Apr. 1/83                      Apr. 1/84

Increases                      \$1.00-\$1.01                      \$1.00

Warehouse and Transport Employees

Warehousemen                      \$12.20                      \$13.20  
   (\$11.20)

Truck Mechanic                      \$13.35                      \$14.35  
   (\$12.34)

	<u>Apr. 1/83</u>	<u>Apr. 1/84</u>
<u>Office Employees</u>		
Computer Operator	\$13.66 (\$12.66)	\$14.66
Printing Clerk	\$9.87 (\$8.87)	\$10.87

Mileage Rates - 28.78¢ (26.46¢) per mile for highway drivers on round trips in excess of 200 miles. Effective April 1, 1984, 31.1¢ per mile.

Hours of Work: 35 (40) hours per week for Warehouse and Cash and Carry employees.

Bereavement Leave: 1 day's paid leave to attend the funeral of daughter-in-law and son-in-law.

Health and Welfare: Weekly Indemnity - Maximum benefit increases to \$325 (\$300) per week, payable on a 1-1-3-26 basis. Effective April 1, 1984, \$350.

Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective April 1, 1984, the 1983 ODA fee schedule.

Pension Plan: Basic Benefit - \$15 (\$11.50) per month per year of service. Effective April 1, 1984, \$20.

Death Benefit (new) - Surviving spouse receives 50% of normal early retirement benefit which would have been payable, provided the employee was age 55 or over and had 10 years' continuous service. Benefit is payable until death or remarriage.

#### FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation and Metropolitan Toronto Housing Authority - Local 767, Canadian Union of Public Employees (CLC) (maintenance employees):  
A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 663 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from January 1, 1982 to December 31, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	Labourer	\$10.33 (\$9.84)
	Serviceman (General)	\$10.90 (\$10.38)

Jan. 1/83

Chief Operating Engineer	\$12.52 (\$11.92)
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For details of previous agreement, see page 68 of the February, 1982 Report.

Ontario Housing Corporation and other Housing Authorities, province-wide (except Metro Toronto) - Local 767, Canadian Union of Public Employees (CLC) (office and maintenance employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 900 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from January 1, 1982 to December 31, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year
	Clerk 1	\$6.26-\$7.01 (\$5.71-\$6.46)
	Labourer	\$9.48 (\$9.00)
	Painter	\$10.44 (\$9.94)

Probationary period is 60 working days. Maximum rate for Clerk 1 is reached after 4 annual increases.

For details of previous agreement, see page 137 of the March, 1982 Report.

#### EDUCATION AND RELATED SERVICES

Etobicoke Borough Board of Education - Local 808, Canadian Union of Public Employees (CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 463 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%*
	Caretaker	\$9.42-\$10.02 (\$8.97-\$9.54)
	Maintenance "B"	\$10.24-\$11.16 (\$9.75-\$10.63)

Jan. 1/83

Plumber	\$15.96
	(\$15.20)

Probationary period is 3 months. Maximum rates for Caretaker and Maintenance "B" are reached after 12 months.

Lump Sum Payment\*: Employee who receives less than a \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment.

Frontenac County Board of Education - Locals 1480 and 1727, Canadian Union of Public Employees (CLC): Two 12-month agreements effective from January 1, 1983 to December 31, 1983, covering 350 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages: Effective Jan. 1/83

Increase	5%, with a minimum of 47¢ per hour for Office Workers and 45¢ per hour for Maintenance and Plant Operations employees
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Cafeteria Assistant	\$7.70
	(\$7.25)

Caretaker	\$8.47-\$9.02
	(\$8.02-\$8.57)

Craftsman I	\$11.71
(Certified Electrician)	(\$11.15)

Probationary period is 3 months. Maximum rate for Caretaker is reached after two 6-month increases.

Grey County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1982 to August 31, 1983, covering 346 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages: Effective Sept. 1/82 Jan. 1/83

Increases	7.31%*	6%**
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Teacher-Group I	\$18,284-\$31,996
0-10 years	(\$17,131-\$29,978)

Teacher-Group IV	\$21,331-\$39,613
(0-12 years)	(\$19,986-\$37,115)

	<u>Sept. 1/82</u>	<u>Jan. 1/83</u>
Principal		\$49,422-\$52,422 (\$46,455-\$49,455)
Vice-Principal		\$43,409-\$46,109 (\$40,799-\$43,499)

\* Applicable to teachers only, on the average of the two salary grids of September 1, 1981 and February 4, 1982.

\*\* Applicable to Principals and Vice-Principals only, on the maximum of the salary range, then applied across the range.

Cost of Living Allowance: 0.058333% of annual salary was paid as a lump sum COLA payment in October, 1982.

1% per 1% increase in the Consumer Price Index - 1971=100, above the August 1982 base, calculated monthly on 1/12 of annual salary. Triggers at 10% and capped at 13%. (Basic formula is unchanged).

Lincoln County Board of Education - Local 152, Canadian Union of Public Employees (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria employees): Two 12-month agreements effective from January 1, 1983 to December 31, 1983, covering 352 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	4.875%, with a minimum of \$973 per year*
	Bus Driver	\$8.65 (\$8.18)

Annual Rates

Labourer	\$18,744-\$19,234 (\$17,769-\$18,259)
Caretaker	\$19,539-\$20,043 (\$18,564-\$19,068)
Journeyman Electrician	\$21,771-\$22,332 (\$20,758-\$21,292)
Part-time Cleaner	\$6.69 (\$6.21)

\* 1¢ per hour is diverted from the 5% or \$1,000 per year maximum allowable increase, to fund improved dental benefits.

Probationary period is 6 months. Maximum rates for Labourer, Caretaker and Journeyman Electrician are reached after one 3-month and one 9-month increase.

Health and Welfare: Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Lincoln County Board of Education - Local 1442, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 203 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages: Effective Jan. 1/83  
Increase 4.9%, with a minimum of \$980.20 per year\*

Bi-Weekly Salaries

Level 1 (Mail Clerk)	\$449.70-\$525.70 (\$412.00-\$488.00)
Level 9 (Architectural Technologist)	\$844.48-\$1,114.33 (\$805.00-\$1,062.00)

\* 1.1¢ per hour is diverted from the 5% or \$1,000 per year maximum allowable increase, to fund improved dental benefits.

Probationary period is 5 months. Maximum rates for Level 1 are reached after 3 annual increases and for Level 9, after 5 annual increases.

Health and Welfare: Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Niagara South Board of Education - Local 468, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees): A 12-month agreement effective January 1, 1983 to December 31, 1983, covering 420 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages: Effective Jan. 1/83  
Increase 5%, with a minimum of \$1,000 per year  
Wage Level 7 (Cleaner) \$7.21 (\$6.73)  
Wage Level 1 (Electrician) \$11.29 (\$10.75)

Niagara South Board of Education - Secretarial and Clerical Association (Ind.): A  
12-month agreement effective from January 1, 1983 to December 31, 1983, covering 200 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Jan. 1/83
	Increase	5%, with a minimum of \$1,000 per year

Weekly Rates

Clerk-Typist	\$235.23-\$273.23 (\$216.00-\$254.00)
Administrative Secretary	\$280.23-\$355.23 (\$261.00-\$336.00)

Probationary period is 6 months. Maximum rates are reached after two 12-month increases for Clerk-Typist and after four 12-month increases for Administrative Secretary.

North York City Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind): A  
12-month agreement effective from September 1, 1982 to August 31, 1983, covering 2,000 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/82
	General Increase	9%
	Teacher-Category I 0-10 years	\$18,665-\$32,128 (\$17,124-\$29,475)
	Teacher-Category IV 0-10 years	\$22,435-\$40,025 (\$20,583-\$36,720)

Vice Principal

Junior High School 0-3 years	\$41,322-\$45,226 (\$37,910-\$41,492)
Secondary School 0-3 years	\$43,273-\$47,174 (\$39,700-\$43,279)

Principal

Junior High School 0-3 years	\$47,785-\$51,685 (\$43,839-\$47,417)
Secondary School 0-3 years	\$49,936-\$53,833 (\$45,813-\$49,388)

Sept. 1/82

Co-ordinator

12-month term                      Same as principal of Junior High School.  
10-month term                      Same as principal of Secondary High School.

Cost of Living Provision: Deleted. (Previously, calculations made each month the Consumer Price Index for Toronto - 1971=100 exceeded 110.3% of the CPI for August, 1980. The excess multiplied by the employee's monthly salary equalled the allowance for the month and was paid in a lump sum following the last calculation for August 1982. An average of \$40 per employee was generated.)

Sudbury Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A  
24-month agreement effective from September 1, 1982 to August 31, 1984, covering 575 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	General Increases	7.15%	5%
	Teacher-Level D 0-6 years	\$13,362-\$20,808 (\$12,470-\$19,418)	\$14,030-\$21,848
	Teacher-Level A1 0-10 years	\$17,505-\$30,145 (\$16,337-\$28,137)	\$18,380-\$31,660
	Teacher-Level A4 0-12 years	\$21,250-\$39,418 (\$19,832-\$36,788)	\$22,312-\$41,392
	<u>Principal</u> 0-2 years		
	"B" Schools - less than 16 teachers	\$42,806-\$44,520 (\$39,950-\$41,550)	\$44,947-\$46,747
	"A" Schools - 16 or more teachers	\$40,824-\$45,538 (\$40,900-\$42,500)	\$46,016-\$47,816

Responsibility Allowances:	Effective September 1, 1983:
	Vice Principal and Consultant (0-4 years)                      \$2,415-\$3,045 (\$2,300-\$2,900)
	Chief Consultant                      \$3,570 (\$3,400)
	Co-ordinator                      \$4,200 (\$4,000)

Health and Welfare: Dental Plan - Coverage is based on the 1981 (1980) Ontario Dental Association fee schedule.

Paid Examination Leave: 1 ( 1/2 ) day's paid leave for examinations written locally, 2 (1) days' paid leave when the examination is not written locally and 1 day's paid leave (new) if the examination is written on a weekend, but not locally.

Toronto City Board of Education - Local 1316, Canadian Union of Public Employees (CLC) (elementary school office and clerical employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 204 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$846.15 per year

Weekly Rates

Clerical Assistant	\$294-\$335 (\$275-\$316)
Administrative Assistant	\$331-\$380 (\$312-\$361)

Probationary period is 5 working months. Maximum rates are reached after 4 years.

Metropolitan Toronto Library Board - Local 1582, Canadian Union of Public Employees (CLC) (full-time and part-time office and clerical employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 249 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year

Annual Rates

Code A (Mail Clerk)	\$14,183-\$15,960 (\$13,183-\$14,960)
Code E (Library Assistant)	\$20,603-\$23,343 (\$19,603-\$22,231)

Probationary period is 6 months. Maximum rates are reached on merit.

Scarborough Public Library Board - Local 1877, Canadian Union of Public Employees (CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 217 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year

Annual Rates

Clerical Code I	\$14,283-\$17,064 (\$13,283-\$16,064)
Librarian IV	\$30,583-\$37,149 (\$29,127-\$35,380)

Probationary period is 65 working days. Maximum rates are reached after four annual increases.

Toronto Public Library Board - Local 1996, Canadian Union of Public Employees (CLC)  
(full-time and part-time librarians and clerical employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 701 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5% with a minimum of \$1,000 per year, except Page*

Annual Rates

Junior Clerical Assistant	\$14,312-\$15,981 (\$13,312-\$14,981)
Librarian 6	\$30,666-\$42,563 (\$29,206-\$40,536)

\*\$4.28 (\$3.90) per hour for Page.

Probationary period is 6 months. Maximum rates are reached after 4 annual increases for Junior Clerical Assistant and after 5 annual increases for Librarian 6.

HEALTH AND WELFARE SERVICES

Ottawa Civic Hospital - Local 1580, Canadian Union of Public Employees (CLC) (medical technologists and technicians): A 12-month agreement effective from April 1, 1983 to March 31, 1984, covering 220 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Apr. 1/83</u>
	General Increase	5%
	<u>Monthly Rates</u>	
	Dental Technician	\$1,702-\$1,897 (\$1,621-\$1,807)
	Technologist 1	\$1,995-\$2,224 (\$1,900-\$2,118)
	Radiology Equipment Specialist 4	\$2,946-\$3,222 (\$2,806-\$3,069)

Probationary period is 3 calendar months. Maximum rates for Dental Technician, Technologist 1 and Radiology Equipment Specialist 4 are reached after 4 annual increases.

Twenty-five Ontario Hospitals - Locals 101 and 100, Canadian Operating Engineers (CCU): Twenty-five 12-month agreements effective from January 1, 1983 to December 31, 1983, covering 230 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	4th Class Engineer	\$10.14 (\$9.66)
	3rd Class Engineer	\$10.99 (\$10.47)
	2nd Class Engineer	\$12.32 (\$11.73)

University Hospital at London - Local 220, Service Employees International (AFL-CIO/CLC): Two 12-month agreements effective from April 1, 1983 to March 31, 1984 covering 460 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Apr. 1/83</u>
	General Increase	5%
	Housekeeping Aide	\$8.63-\$8.74 (\$8.22-\$8.32)
	R.N.A.	\$9.64-\$9.75 (\$9.18-\$9.29)
	Electrician - Communications/ Computer	\$12.34-\$12.78 (\$11.75-\$12.17)

Probationary period is 45 days worked. Maximum rates are reached after 2 annual increases.

Victoria Hospital Corporation at London - Local 468, Office and Professional Employees (AFL-CIO/CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 400 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Jan. 1/83
	Increase	5%, with a minimum of \$750 per year
	Level 1 (File Clerk)	\$6.99-\$7.51 (\$6.603-\$7.122)
	Level 7 (includes Equipment Control Officer)	\$9.30-\$10.56 (\$8.855-\$10.055)

Probationary period is 3 months' continuous full-time employment. Maximum rates are reached after 5 years for File Clerk and after 6 years for Equipment Control Officer.

Canadian Red Cross Society, Blood Transfusion Service at Hamilton, London, Ottawa and Toronto - Employees' Association (Ind.): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 225 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Jan. 1/83
	Increase	5%, with a minimum of \$750 per year
	<u>Weekly Rates</u>	
	Clerk Typist	\$276.39-\$316.47 (\$261.969-\$301.401)
	Stores Accountant	\$312.69-\$360.54 (\$297.803-\$343.371)

Probationary period is 2 months. Maximum rates for Clerk Typist are reached after 4 annual increases and for Stores Accountant after 5 annual increases.

Niagara Regional Municipality (Homes for Senior Citizens) at Niagara Falls, Port Colborne, St. Catharines and Welland - Local 1263, Canadian Union of Public Employees (CLC): A 12-month agreement effective from October 1, 1982 to September 30, 1983, covering 550 employees, revised subject to the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Oct. 1/82</u>
	General Increase	9%
	Housekeeping Aide	\$7.70-\$7.86 (\$7.06-\$7.21)
	Stationary Engineer	\$9.89-\$10.16 (\$9.07-\$9.32)

Probationary period is 60 calendar days for full-time employees and 40 full worked days for part-time. Maximum rates are reached after one 6-month increase.

#### PERSONAL SERVICES

Commonwealth Holiday Inns of Canada Limited (Holiday Inn of Ottawa-Centre), Delta Hotels Limited, operating Inn of the Provinces, Four Seasons Hotels Limited (Mirador Motor Inn), Talisman Motor Inn, Lord Elgin Hotel and York Hannover Hotels Ltd. (The Skyline Ottawa), at Ottawa - Local 261, Hotel Employees (AFL-CIO/CLC): Three 36-month renewal agreements effective from November 1, 1982 to October 31, 1985, covering 1,100 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Nov. 1/82</u>	<u>Nov. 1/83</u>	<u>Nov. 1/84</u>
	Increases:			
	Housekeeping and Laundry employees	7%	6%	Wage Re-opener
	Non-gratuity employees	6%	5%	
	Gratuity employees	5%	5%	
	Waiter/ Waitress	\$4.70 (\$4.48)	\$4.94	
	Maid/ Chambermaid	\$5.58 (\$5.26)	\$5.86	
	1st Cook/ Banquet Cook	\$8.72 (\$8.23)	\$9.16	

Pension Plan: Effective July, 1983, a contributory plan to be implemented, depending on the availability of a carrier. Employer to contribute 5¢ per hour worked and participating employees to contribute 2% of gross earnings. (Previously, employer contributed 5¢ per hour worked for all hotels except Holiday Inn and Lord Elgin Hotel where pension benefits were 5% of gross wages).

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (computer systems administration group): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from March 30, 1983 to March 29, 1985, covering 1,755 Ontario employees.

	<u>Mar. 30/83</u>	<u>Mar. 30/84</u>
General Increases (PSCRA)	6%	5%
<u>Annual Rates</u>		
CS-1	\$17,872-\$30,084 (\$16,860-\$28,381)	\$18,766-\$31,588
CS-3	\$35,565-\$41,133 (\$33,552-\$38,805)	\$37,343-\$43,190
CS-5	\$46,622-\$58,508* (\$43,983-\$55,196)	\$48,953-\$61,433*

\*Section 6 (5) of the PSCRA specifies that employees whose maximum salary range as of June 29, 1982 equals or exceeds \$49,500 are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982.)

Government of Canada (Treasury Board) - Professional Institute (Ind.) (engineering and land survey group): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from March 15, 1982 to March 14, 1984, covering 1,440 Ontario employees, is amended and extended from March 15, 1983 to March 14, 1985.

ages:	<u>Mar. 15/83</u>	<u>Mar. 15/84</u>
Effective		
General Increases (PSCRA)	6%	5%
<u>Annual Rates</u>		
EN-ENG-1	\$22,196-\$26,627 (\$20,940-\$25,120)	\$23,306-\$27,958
EN-ENG-4	\$39,260-\$45,535 (\$37,038-\$42,958)	\$41,223-\$47,812
EN-ENG-6*	\$50,408-\$58,189 (\$47,555-\$54,895)	\$52,928-\$61,098

\*Section 6(5) of the PSCRA specifies that employees with a salary range as of June 29, 1982 equals or exceeds the range of employees not entitled to merit increases, incremental increases, performance awards during the 24-month period that the compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

For details of previous agreement, see page 151 of the March, 1982 Report.

## PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Provincial Police Association, Inc. (Ind.) (police officers and cadets): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 4,039 employees, revised subject to the provisions of the Inflation Restraint Act 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	<u>Annual Rates</u>	
	3rd Class Constable (12-24 months)	\$25,860 (\$24,628)
	1st Class Constable (36 months and over)	\$31,317 (\$29,825)
	Sergeant Major (12 months and over)	\$40,324 (\$38,403)

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (50,483 classified civil servants): A 24-month renewal agreement with respect to Working Conditions and Employee Benefits, effective from January 1, 1982 to December 31, 1983, settled by arbitration. Duration of negotiations - 11 months.

Shift Premium:	Effective July 28, 1982 35¢ (22¢) per hour for all hours worked between 5 p.m. and 7 a.m. If more than 50% of hours of a shift fall within this period, the premium will apply for all hours of the shift (unchanged). Effective January 1, 1984, 40¢.
Isolation Pay:	Effective August 1, 1982, current allowances increase by 25% to \$10-\$60 (\$8-\$48) per month, depending on degree of isolation.
Overtime Pay:	Effective July 28, 1982, Schedule 6 employee required to work on a day off receives equivalent time off but if assigned to forest fire fighting or related duties receives one and one-half times hourly rate, calculated on the basis of 36 1/4 hours per week, for all such work after 8 hours in a 24-hour period (new).

Work on Paid Holidays: Effective July 28, 1982, double time (time and one-half) with a minimum credit of 7 1/4, 8 (unchanged), or the number of regularly scheduled hours (new), as applicable.

Paid Vacation: 4 weeks after 10 (11) years' service and 5 weeks after 18 (20) years.

Maternity Leave: Effective July 28, 1982, first 2 weeks at 93% of regular pay plus an additional 15 weeks at the difference between the sum of the weekly UIC benefits and any other earnings received by the employee, and 93% of regular pay. Benefit coverage continues during the period employee receives maternity leave allowance. Employee may apply for an additional unpaid leave period of up to 6 months, providing request is made in writing at least 2 weeks prior to the date of expiry of her maternity leave (new).

Health and Welfare: Long Term Income Protection - Effective August 1, 1982, an "ad hoc" increase to current beneficiaries according to the commencement period of claims.

Jan. 1, 1975 - Dec. 31, 1976	\$100 per month increase.
Jan. 1, 1977 - Dec. 31, 1978	\$70 per month increase.
Jan. 1, 1979 - Dec. 31, 1980	\$50 per month increase.

Supplementary Health and Hospital Insurance:

Private or Semi-Private Hospitalization - Effective July 28, 1982, maximum of \$25 (\$20) per day allowance above standard ward rate.

Vision Care and Hearing Aids - Effective September 15, 1982, employer pays 50% of premium costs. Maximum claim for eyeglasses is \$60 per person every 2 years and for hearing aids, \$200 per person lifetime benefit. Employer pays 50% of premium costs. Deductibles are \$10 single/\$20 family per calendar year. (Previously, hearing aids and eyeglasses were covered if required as a result of accident or injury.)

Dental Plan - Effective July 28, 1982, based on the current (1980) Ontario Dental Association fee schedule. Eligible dependents include spouse, unmarried children under 21 years of age, unmarried children between 21 and 25 years who are full-time students or on a school vacation, and dependent children 21 and over who are mentally or physically infirm. (Previously, spouse and unmarried unemployed children up to the age of 21). Effective January 1, 1983, benefits are payable on a 75%/25% (60%/40%) co-insurance basis.

Mileage Allowance: Effective April 1, 1982:

Kilometres Driven	Southern Ontario	Northern Ontario
0-4,000 km.	23.5¢ (17.0¢)/km.	24.0¢ (17.5¢)/km.
4,001-12,000 km.	18.0¢ (14.0¢)/km.	18.5¢ (14.5¢)/km.
12,001 km. and over	15.0¢ (11.5¢)/km.	15.5¢ (12.0¢)/km.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (administrative services category): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 5,662 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	4.86%, with a minimum of \$1,000 per year minus .14% of previous wage rate*

Weekly Rates

Travel Counsellor 2 (36 1/4 hours per week)	\$335.94-\$377.74 (\$317.22-\$359.08)
Tax Auditor 2 (36 1/4 hours per week)	\$460.29-\$544.43 (\$438.96-\$519.20)
Technical Consultant 2 (36 1/4 hours per week)	\$785.89-\$968.50 (\$749.47-\$923.61)

\*.14% is diverted from the 5% maximum allowable increase to fund benefits for employees earning more than \$20,000 per year. .14% is subtracted from previous wage rates and diverted to fund benefits, before the minimum increase, for employees earning less than \$20,000 per year.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (clerical services category): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 9,882 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from January 1, 1982 to December 31, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	4.86%, with a minimum of \$1,000 per year minus .14% of previous wage rate*

Weekly Rates

Clerk 1, General (36 1/4 hours per week)	\$245.20-\$271.91 (\$226.36-\$253.10)
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Jan. 1/83

Clerk 3, General	\$322.55-\$361.25
(36 1/4 hours per week)	(\$303.82-\$342.57)

Clerk 7, General	\$485.32-\$560.88
(36 1/4 hours per week)	(\$462.83-\$534.88)

\*.14% is diverted from the 5% maximum allowable increase to fund benefits for employees earning more than \$20,000 per year. .14% is subtracted from previous wage rates and diverted to fund benefits, before the minimum increase, for employees earning less than \$20,000 per year.

For details of previous agreement, see page 153 of the March, 1982 Report.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (correctional services category): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 2,945 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:

Effective Jan. 1/83

Increase	4.86%, with a minimum of \$1,000 per year minus .14% of previous wage rate*
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Correctional Officer 2	\$11.35-\$12.04 (\$10.82-\$11.48)
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Trade Instructor 3	\$13.82-\$14.73 (\$13.18-\$14.05)
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Weekly Rates

Observation and Detention	\$375.00-\$399.07
Home Worker 1 (40 hours per week)	(\$356.34-\$380.44)

\*.14% is diverted from the 5% maximum allowable increase to fund benefits for employees earning more than \$20,000 per year. .14% is subtracted from previous wage rates and diverted to fund benefits before the minimum increase, for employees earning less than \$20,000.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (general operational services category): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 3,909 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	4.86%, with a minimum of \$1,000 per year minus .14% of previous wage rate*
	Cleaner 1	\$7.46-\$7.63 (\$6.99-\$7.16)
	Clerk 2, Supply	\$8.71-\$9.16 (\$8.24-\$8.69)

Weekly Rates

Area Supply Supervisor (Bargaining Unit) (36 1/4 hours per week)	\$567.92-\$610.80 (\$541.60-\$582.49)
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\*.14% is diverted from the 5% maximum allowable increase to fund benefits for employees earning more than \$20,000 per year. .14% is subtracted from previous wage rates and diverted to fund benefits before the minimum increase, for employees earning less than \$20,000 per year.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (institutional care services category): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 5,714 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	4.86%, with a minimum of \$1,000 per year minus .14% of previous wage rate*
	Ambulance Officer 2	\$10.44-\$11.06 (\$9.96-\$10.55)

Weekly Rates

Child Care Assistant 1 (40 hours per week)	\$266.45 (\$247.64)
Child Care Worker 1 (40 hours per week)	\$358.70-\$379.02 (\$340.02-\$360.36)
Child Care Worker 4 (36 1/4 hours per week)	\$452.29-\$522.77 (\$431.33-\$498.54)

\*.14% is diverted from the 5% maximum allowable increase to fund benefits for employees earning more than \$20,000 per year. .14% is subtracted from previous wage rates and diverted to fund benefits before the minimum increase, for employees earning less than \$20,000 per year.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (maintenance services category): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 5,953 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	4.86%, with a minimum of \$1,000 per year minus .14% of previous wage rate*
	Maintenance Electrician	\$11.48-\$11.80 (\$10.95-\$11.25)

Weekly Rates

Operator 1	\$273.00-\$302.58
Bindery Equipment (36 1/4 hours per week)	(\$254.20-\$283.82)
Services Supervisor 3 (36 1/4 hours per week)	\$712.88-\$782.38 (\$679.84-\$746.12)

\*.14% is diverted from the 5% maximum allowable increase to fund benefits for employees earning more than \$20,000 per year. .14% is subtracted from previous wage rates and diverted to fund benefits before the minimum increase, for employees earning less than \$20,000 per year.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (office services category): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 6,750 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from January 1, 1982 to December 31, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	4.86%, with a minimum of \$1,000 per year minus .14% of previous wage rate*

Jan. 1/83

Weekly Rates

Operator 1	\$271.01-\$301.45
Telephone Switchboard (36 1/4 hours per week)	(\$252.20-\$282.69)
Data Processing	\$291.35-\$316.40
Technician 1 (36 1/4 hours per week)	(\$272.57-\$297.66)
Supreme Court	\$549.96-\$647.71
Reporter 1 (36 1/4 hours per week)	(\$524.47-\$617.69)

\*.14% is diverted from the 5% maximum allowable increase to fund benefits for employees earning more than \$20,000 per year. .14% is subtracted from previous wage rates and diverted to fund benefits, before the minimum increase, for employees earning less than \$20,000 per year.

For details of previous agreement, see page 270 of the May, 1982 Report.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (scientific and professional services category): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 4,314 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:

Effective	<u>Jan. 1/83</u>
Increase	4.86%, with a minimum of \$1,000 per year minus .14% of previous wage rate*

Weekly Rates

Psychometrist 1 (3 years BA) (36 1/4 hours per week)	\$384.08-\$454.81 (\$365.43-\$433.73)
Nurse 2 (General) (40 hours per week)	\$458.20-\$523.34 (\$436.96-\$499.08)
Community Planner 4 (36 1/4 hours per week)	\$618.93-\$741.28 (\$590.24-\$706.92)
Education Officer 3 (36 1/4 hours per week)	\$817.05-\$1,019.11 (\$779.18-\$971.88)

\*.14% is diverted from the 5% maximum allowable increase to fund benefits for employees earning more than \$20,000 per year. .14% is subtracted from previous wage rates and diverted to fund benefits, before the minimum increase, for employees earning less than \$20,000 per year.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (technical services category): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 5,354 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	4.86%, with a minimum of \$1,000 per year minus .14% of previous wage rate*

Weekly Rates

Technician 1, Traffic (40 hours per week)	\$271.72-\$299.04 (\$252.91-\$280.27)
Library Technician 2 (36 1/4 hours per week)	\$306.48-\$339.90 (\$287.72-\$321.19)
Technician 5, Radiation (36 1/4 hours per week)	\$519.39-\$600.56 (\$495.32-\$572.73)
Vocational Training Supervisor 1 (36 1/4 hours per week)	\$671.22-\$822.95 (\$640.11-\$784.81)

\*.14% is diverted from the 5% maximum allowable increase to fund benefits for employees earning more than \$20,000 per year. .14% is subtracted from previous wage rates and diverted to fund benefits before the minimum increase, for employees earning less than \$20,000 per year.

LOCAL ADMINISTRATION

Durham Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 380 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%

Annual Rates

Constable 4th Class	\$23,301 (\$22,191)
Constable 1st Class	\$31,290 (\$29,800)
Staff Sergeant	\$37,548 (\$35,760)

Etobicoke Borough Corporation - Local 185, Canadian Union of Public Employees (CLC)  
(outside employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 640 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	Wage Group 1 (includes Labourer)	\$10.10 (\$9.62)
	Wage Group 6 (includes Heavy Equipment Operator)	\$11.12 (\$10.59)
	Wage Group 10 (includes Auto Mechanic)	\$12.65 (\$12.05)

Etobicoke Borough Corporation - Local 1137, Fire Fighters (AFL-CIO/CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 400 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Fire Fighter 3rd Class	\$23,901 (\$22,763)
	Fire Fighter 1st Class	\$31,868 (\$30,350)
	District Chief	\$41,428 (\$39,455)

Kingston City Corporation (including Rideaucrest Home for the Aged) - Locals 109 and 141, Canadian Union of Public Employees (CLC) (inside and outside employees): Two 12-month agreements effective from January 1, 1983 to December 31, 1983, covering 480 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year

Jan. 1/83

Annual Rates

Rideaucrest Home

Group R-2-02 (includes Maid)	\$15,567-\$16,347 (\$14,567-\$15,347)
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Group R-5-04 (includes R.N.A.)	\$16,483-\$18,316 (\$15,483-\$17,316)
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Inside Employees

Group 3-03 (includes Typist 1)	\$14,577-\$16,197 (\$13,577-\$15,197)
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Group 13-9 (includes Planner 1)	\$23,142-\$27,041 (\$22,040-\$25,753)
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Probationary period is 3 months. Maximum rates for Maid are reached after 12 months, for Typist 1 and Registered Nursing Assistant after 24 months and for Planner 1 after 48 months.

Kitchener City Corporation (Works, Parks and Recreation) - Local 68, Canadian Union of Public Employees (CLC): A 12-month agreement effective from February 7, 1983 to February 6, 1984, covering 233 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Feb. 7/83</u>
	General Increase	5%
	Labourer	\$9.08-\$9.24 (\$8.65-\$8.80)
	Maintenance III	\$10.63 (\$10.12)

Probationary period is 3 consecutive calendar months. Maximum rate for Labourer is reached after 90 consecutive calendar days.

London City Corporation - Local 101, Canadian Union of Public Employees (CLC) (inside employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 310 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%*

Jan. 1/83

Annual Rates

Job Class 2 (includes Jr. Clerk)	\$11,787-\$16,026 (\$11,226-\$15,263)
Job Class 12 (includes Planner)	\$20,936-\$30,244 (\$19,939-\$28,804)

Probationary period is 90 calendar days. Maximum rate for Jr. Clerk is reached after five 6-month increases and for Planner after 6 annual increases.

Lump Sum  
Payment\*:

Employee who receives less than \$750 per year increase on wage grid is paid the difference between increase received and \$750 in the form of a lump sum payment.

London City Corporation - Local 107, Canadian Union of Public Employees (CLC)

(outside employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 500 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	Labourer	\$6.85*-\$9.11 (\$6.52-\$8.68)
	Mechanic "A"	\$9.15-\$11.43 (\$8.71-\$10.89)

\* \$750 minimum was not applied to the start rate, because position is currently vacant.

Probationary period is 90 calendar days of service. Maximum rates are reached after 1 year.

London City Corporation - Local 142, Fire Fighters (AFL-CIO/CLC):

A 12-month agreement effective from January 2, 1983 to January 1, 1984, covering 320 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 2/83</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Clerk Stenographer	\$12,979-\$18,848 (\$12,361-\$17,950)

Jan. 2/83

Fire Fighter	\$21,771
5th Class -	(\$20,735)
2nd 6 months	
Fire Fighter	\$31,102
1st Class	(\$29,621)
Platoon Chief	\$41,988
	(\$39,988)

Probationary period is 12 months. Maximum rate for Clerk Stenographer is reached after five 6-month increases.

North Bay City Corporation - Local 122, Canadian Union of Public Employees (CLC)  
(inside and outside employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 241 employees, revised subject to the Inflation Restraint Act, 1982. Previous agreement was effective from January 1, 1982 to December 31, 1983.

Wages:

Effective	<u>Jan. 1/83</u>
Increase	4.59%, with a minimum of \$750 per year
General Labourer	\$9.56 (\$9.14)
Licensed Mechanic	\$11.88 (\$11.36)

Annual Rates

Fire Hall	\$13,920-\$16,177
Dispatcher	(\$13,170-\$15,467)
Contract Inspector 1	\$23,330-\$27,400 (\$22,306-\$26,198)

\* 0.41% is diverted from the 5% maximum allowable increase to fund improved dental benefits.

Probationary period is 3 months. Maximum rates for Fire Hall Dispatcher and Contract Inspector are reached after 4 annual increases.

Health and  
Welfare:

Dental Plan - Effective May 1, 1983, (January 1, 1983) employer pays 100% (75%) of premium costs. Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

For details of previous agreement, see page 155 of the March, 1982 Report.

Sudbury Regional Board of Commissioners of Police - Police Association (Ind.): A  
12-month agreement effective from January 1, 1983 to December 31, 1983, covering 209 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increases	5%
	<u>Bi-Weekly Rates</u>	
	Constable	\$1,203.20
	1st Class	(\$1,145.60)
	Constable	\$826.40
	4th Class	(\$787.20)
	Staff Sergeant	\$1,386.40
		(\$1,320.00)

#### CONSTRUCTION

Hand Association of Sewer, Watermain and Road Contractors, Hamilton, area 26 - Local 837, Labourers (AFL-CIO): A 24-month renewal agreement effective from January 1, 1983 to December 31, 1984, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

	Effective	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
	Package Increases	\$1.10	\$1.30
Wages:	Increases	80¢	85¢
	Labourer (Road, Sewer and Watermain Section)	\$12.15 (\$11.35)	\$13.00
	Powder Man (Tunnelling Section)	\$13.15 (\$12.35)	\$14.00
Welfare Fund:	Effective March 1, 1983, employer contributes \$1.10 (90¢) per hour worked. Effective January 1, 1984, \$1.30.		
Training Fund:	Employer contributes 15¢ (5¢) per hour worked. Effective January 1, 1984, 20¢.		
Board Allowance:	\$30 (\$25) per day or \$150 (\$125) per week.		
Travelling Time Allowance:	20¢ (18¢) per kilometre.		

# ADDENDUM

## January 1983 Settlements

### COMMUNICATION

Canada Post Corporation - Postal Officials (Ind.) (postal supervisors): Under the provision of section 9 of the Public Sector Compensation Restraint Act, the agreement effective from March 10, 1982 to December 31, 1983, covering 777 Ontario employees is amended and extended from October 1, 1982\* to September 30, 1984 as revised in January, 1983.

\* This agreement originally reported on page 576 of the September, 1982 Report was revised by the Treasury Board of Canada. It was ruled that a 56¢ per hour or \$22.40 per week differential included in the original agreement for supervisors shall be retained and added to the rates on July 1, 1982 and that the agreement would not enter the restraint programme until October 1, 1982.

Wages:	Effective	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>
	COLA Fold-in	\$6.40 per week	
	General Increases (PSCRA)	6%	5%
	<u>Weekly Rates</u>		
	PO-SUP-1	\$539.54-\$554.55 (\$502.60-\$516.76)	\$566.52-\$582.28
	PO-SUP-4	\$598.92-\$616.39 (\$558.62-\$575.10)	\$628.87-\$647.21
	PO-SUP-7	\$668.01-\$688.39 (\$623.80-\$643.02)	\$701.41-\$722.81

Cost of Living Provision: Inoperative. (Previously, 1¢ per 0.26 year per year increase in the Consumer Price Index - 1971=100, payable quarterly and triggered at 6% each year.)

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

### EDUCATION AND RELATED SERVICES

Toronto City Board of Education - Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 243 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in January, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	Plasterer, Labourer	\$12.72 (\$12.11)
	Sheet Metal Worker	\$15.59 (\$14.85)

February 1983 Settlements

PAPER AND ALLIED

Boise Cascade Canada Ltd. at Fort Frances and Kenora - Locals 92 and 1330, United Paperworkers (AFL-CIO/CLC): Two 12-month renewal agreements effective from May 1, 1983 to April 30, 1984, covering 770 employees, settled at the bargaining stage and ratified in February, 1983, at Kenora. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/83</u>
	General Increase	10%
	Additional Adjustment*	20¢
	<u>Fort Frances</u>	
	Labourer	\$12.28 (\$11.16)
	Swing Loader Operator	\$13.40 (\$12.18)
	Sr. Journeyman (includes Painter, Saw Filler)	\$16.28 (\$14.60)

\*Applies to "A" Journeymen and above, retroactive to May 1, 1982.

Shift Premium: 0-30¢-40¢ (0-27¢-32¢). In lieu of retroactive pay for the period May 1, 1982 to April 1, 1983, employer pays a lump sum of \$85 to all regular scheduled tour employees on the payroll on May 1, 1982.

Jury Duty Leave: Employee may be absent from a scheduled day shift if discharged from jury duty by the court after 12 midnight (new).

Health and Welfare: Life Insurance and A.D. & D. - \$30,000 (\$15,000) employer paid coverage. Effective April 1, 1983, \$30,000 (\$15,000) optional coverage at a cost to the employee of 35¢ per \$1,000 of coverage (unchanged).

Semi-Private Hospitalization - Employer pays 100% of cost up to a maximum of \$1.50 (\$1.00) per month for single coverage and \$3.00 (\$2.00) per month for family coverage.

Long Term Disability - An employee whose Workers' Compensation benefits terminate, but is not capable of returning to work is eligible to apply for benefits (new).

Dental Plan - Effective April 1, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. \$1,000 (\$500) lifetime maximum orthodontics coverage. Effective May 1, 1983, the 1982 ODA fee schedule is implemented.

Pension Plan: Benefit Formula - Effective May 1, 1982, 2% of final average earnings for regularly scheduled hours worked after December 31, 1972 times years of credited service less 7/10 of 1% of final average earnings or, if less, the average of the CPP earnings levels for the last 5 calendar years of employment times credited service to a maximum of 35 years. Formula is used to calculate minimum pension benefits for normal or early retirements after May 1, 1982 and before May 2, 1984.

Past Service Benefit - \$15 (\$14) per month per year of service prior to October 1, 1984.

Bridging Supplement - Effective May 1, 1982, \$16 per month per year of service to a maximum of 30 years for employee aged 62 and over with 20 years of service.

Meal Allowance: \$5.00 (\$4.25).

Safety Shoe Allowance: \$25 (\$10) per pair per year.

## TRANSPORTATION

Canpar, formerly Canadian Parcel Delivery, (A division of Canadian Pacific Express and Transport Ltd.), system-wide - Railway Clerks (AFL-CIO/CLC):  
A 24-month renewal agreement effective from November 1, 1982 to October 31, 1984, covering 590 Ontario employees settled at the conciliation officer stage and ratified in February, 1983.  
Duration of negotiations - 7 months.

Wages:	Effective	Nov. 1/82	Nov. 1/83
Increases:			
Casuals		20¢	
Driver Representative and Linehand Driver Representative		65¢	55¢
Dockman		55¢	50¢
Casual Employee		\$5.40-\$6.20 (\$5.20-\$6.00)	\$5.40-\$6.20

	<u>Nov. 1/82</u>	<u>Nov. 1/83</u>
Dockman	\$8.23-\$8.76 (\$7.68-\$8.21)	\$8.73-\$9.26
Driver Representative	\$8.77-\$9.95 (\$8.12-\$9.30)	\$9.32-\$10.50
Previous rates include 17.3¢ COLA fold-in for seniority employees.		
Cost of Living Provision:	Deleted. (Previously, 1¢ per hour per 0.3 point increase in the Consumer Price Index - 1971=100, using the average CPI increase for November, 1981 to October 1982 over November, 1980 to October 1981. Triggered at 9% and added to rates effective November 1, 1981.)	
Health and Welfare:	OHIP (new) - Employer pays \$54 per month for an employee with dependants and \$27 for a single employee, for those employees residing in Ontario.	

#### EDUCATION AND RELATED SERVICES

Peel Board of Education - Local 2703, Canadian Union of Public Employees (CLC)  
(part-time custodial and maintenance employees): A 24-month first agreement effective from July 1, 1982 to June 30, 1984, covering 400 employees, settled subject to the provisions of the Inflation Restraint Act, 1982 and ratified in February, 1983.

Wages:	Effective	<u>July 1/82</u>	<u>July 1/83</u>
General Increases		9%	5%
Student		\$4.36	\$4.58
Permanent Employee		\$5.56	\$5.84

Probationary period is 6 calendar months.

Overtime Pay: Time and one-half after 40 hours per week, where authorized.

Paid Holidays: New Year's Day, Heritage Day, if proclaimed and is a school holiday, Good Friday, Easter Monday, Victoria Day, Dominion Day, Civic Holiday\*, Labour Day\*, Thanksgiving Day, Remembrance Day, if declared a school holiday by the Board of Education, Christmas Day and Boxing Day are recognized for a total of 12 days.

\*Not recognized for regular employees employed on a school year basis.

Vacation Pay: 6% for 9 years' of service or less, 8% after 10 years and 10% after 20 years.

Bereavement Leave:	3 days' paid leave in the event of death of spouse, father, step-father, mother, step-mother, child, step-child, brother, sister, mother or father-in-law, total dependent or ward. 2 days' paid leave in the event of death of son or daughter-in-law, brother or sister-in-law or grandparents and 1 day to attend the funeral of a relative or friend not mentioned above.
Compassionate Leave:	5 days' paid leave with the approval of the Superintendent of Personnel.
Crown Witness or Jury Duty Leave:	Paid leave as required by court.
Paid Examination or Graduation Leave:	Up to 1 day per examination or for the graduation of self, spouse, child or parent, if beyond secondary school, depending on time or place.
Leave for Family Related Responsibility:	1 day's paid leave in the event of serious illness of spouse, father, step-father, mother, step-mother, child, step-child, brother, sister, mother or father-in-law, total dependent, or ward.
Quarantine Leave:	Paid leave as certified by the Medical Officer of Health.
Religious Observance Leave:	Maximum of 3 days' paid leave plus a maximum of 6 additional days without pay.

Toronto City Board of Education - Local 63, Canadian Union of Public Employees (CLC)  
(chief caretakers, chief engineers and stationary engineers): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 243 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in February, 1983.

ages:	Effective	Jan. 1/83
	General Increase	5%
	4th Class Engineer	\$10.62 (\$10.11)
	2nd Class Engineer	\$12.57
	Chief Engineer	(\$11.97)
	Chief Caretaker	\$14.00
	Code 'F', holding a 3rd Class Engineer's Certificate or Higher	(\$13.33)

Toronto City Board of Education - Local 1325, Canadian Union of Public Employees (CLC) (office and clerical employees and librarians): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 409 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in February, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year

Annual Rates

Clerk Grade 1	\$12,373-\$13,655 (\$11,373-\$12,655)
Systems Analyst Senior	\$33,451-\$45,200 (\$31,858-\$43,048)

Probationary period is 6 months. Maximum rates for Clerk Grade 1 are reached after 3 years and for Systems Analyst Senior, after 7 years.

Toronto City Board of Education - Educational Assistants' Association (Ind.): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 475 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in February, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	\$654

Annual Rates

Educational Assistant	\$8,594-\$10,998 (\$7,940-\$10,344)
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Toronto City Board of Education (Plant Operations Department and Maintenance and Construction Department) - Local 134, Canadian Union of Public Employees (CLC) (caretakers and maintenance employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 721 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in February 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year

Jan. 1/83

Caretaker-Matron	\$8.03-\$8.85 (\$7.55-\$8.37)
Caretaker-Cleaner	\$9.42-\$10.02 (\$8.94-\$9.54)
Caretaker-Head Cleaner	\$10.57 (\$10.07)

Maximum rates for Caretaker-Matron and Caretaker-Cleaner are reached after 6 months.

## HEALTH AND WELFARE SERVICES

Parkwood Hospital Veterans' Care Centre and Western Counties Wing and McCormick Home for the Aged at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time employees): Three 12-month agreements effective from January 19, 1983 to January 18, 1984, covering 348 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in February, 1983.

Wages:	Effective	<u>Jan. 19/83</u>
	General Increase	5%
	Housekeeping Aide	\$8.37-\$8.47 (\$7.97-\$8.07)
	R.N.A.	\$9.53-\$9.64 (\$9.08-\$9.18)
	Engineer 3rd Class	\$10.85-\$10.95 (\$10.33-\$10.43)

Probationary period is 45 days of work. Maximum rates for Housekeeping Aide and R.N.A. are reached after two annual increases and for Engineer 3rd Class after one annual increase.

## LOCAL ADMINISTRATION

Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission - Locals 43 and 79 Canadian Union of Public Employees (CLC) (inside and outside employees): Three 12-month agreements effective from January 1, 1983 to December 31, 1983, covering 6,500 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in February, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year

Jan. 1/83

Outside Employees

Labourer	\$9.95-\$10.29 (\$9.47-\$9.80)
Machinist	\$13.60 (\$12.95)
Marine Engineer Grade 2	\$14.66 (\$13.96)

Inside Employees

Clerk Grade 5	\$7.42-\$8.68 (\$6.87-\$8.13)
Planner	\$15.03-\$20.85 (\$14.31-\$19.86)

Probationary period is 6 months. Maximum rates for Labourer are reached after 1 annual increase, for Clerk Grade 5 after 5 annual increases and for Planner after 6 annual increases.

Oshawa City Corporation - Local 251, Canadian Union of Public Employees (CLC): A  
12-month agreement effective from November 1, 1982 to October 31 1983, covering 217 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in February 1983.

Wages:	Effective	<u>Nov. 1/82</u>
	Increase	5%, with a minimum of \$750 per year*

Bi-Weekly Rates

Salary Level 1 36 1/4 hour week (includes Clerk "A")	\$548.52-\$604.88 (\$519.77-\$576.03)
Salary Level 14 40 hour week (includes Chief Surveyor)	\$1,137.79-\$1,338.57 (\$1,083.61-\$1,274.83)

Previous rates reflect a 0.4% COLA fold-in on October 19, 1982.

Probationary period is 6 months. Maximum rates for Clerk "A" are reached after two 3-month increases and for Chief Surveyor, after two 6-month and one-12 month increases.

Lump Sum Payment\*: Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of two 6-month lump sum payments.

Cost of Living Provision: Inoperative. (Previously, .1% for each .1% rise in the Consumer Price Index - 1971=100, using September 1982 base index month compared to September, 1981 index. Triggered at 10%. Folded into wages.)

Toronto City Corporation - Local 113, Fire Fighters (AFL-CIO/CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 1,296 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in February, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Fire Fighter 4th Class (after 6 months)	\$24,234 (\$23,080)
	Fire Fighter 1st Class	\$32,312 (\$30,773)
	Fire Platoon Chief	\$50,083 (\$47,698)

Windsor City Corporation - Local 455, Fire Fighters (AFL-CIO/CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 273 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in February, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Firefighter 3rd Class	\$25,033.32 (\$23,841.00)
	Firefighter 1st Class	\$31,291.52 (\$29,802.00)
	Assistant Chief- Training Officer	\$42,493.10-\$43,808.44 (\$40,470.00-\$41,722.00)
	Assistant Deputy Chief	\$37,804.78-\$45,149.52 (\$36,005.00-\$43,000.00)

Probationary period for Assistant Chief-Training Officer and Assistant Deputy Chief is 6 months. Maximum rate is reached after 1 year for Assistant Chief-Training Officer, and after 5 years for Assistant Deputy Chief.

Negotiations in Progress during March 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
C.F. Canada Ltd. (Carter Carburetor Div.), Bramalea	Machinists (AFL-CIO/CLC)	242	B
L Microtel Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	622	B
Parts of Canada Ltd., Toronto	Auto Workers (CLC)	200	B
ican Canada Products Ltd., Kingston	Machinists (AFL-CIO/CLC) (maintenance empls.)	290	B
ican Canada Products Ltd., Kingston	United Steelworkers (AFL-CIO/CLC) (production empls.)	709	B
len Industries Canada Ltd. (a Div. of Dayco Canada Ltd.) Hamilton	Auto Workers (CLC)	900	B
merican Can Canada Inc., Marathon	Carpenters (AFL-CIO)	240	CO
row Co., Div. of Cluett Peabody and Co. of Canada Ltd., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	661	B
omic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River	Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC) (production and maintenance empls.)	409	B
ant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	417	B
rice County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	MED
ld Canada Inc., Kitchener	Auto Workers (CLC)	1,233	MED
Cambridge Towel Corp. and Elco Kitchen Products, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	220	CO
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO) (production, maintenance and shipping empls. and stationery engineers)	210	B
Coco Inc., Hamilton	Electrical Workers (UE) (CLC)	550	B
Canadian Cannery Ltd., Simcoe	Food and Commercial Workers (AFL-CIO/CLC)	210	MED

\*:e page 178 for definition of codes

Negotiations in Progress during March 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Canadian General Electric Co. Ltd., Guelph, Peterborough and Toronto	Technical Engineers (AFL-CIO/CLC)	240	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	ME
Chatham Public General Hospital Society	Service Employees Intl. (AFL-CIO/CLC)	210	B
Chromalox Canada, Div. of Canadian Corporate Management, Toronto	Auto Workers (CLC)	450	B
A. R. Clarke and Co. Ltd., Toronto	Food and Commercial Workers (AFL- CIO/CLC)	234	CC
Consumers Distributing Co. Ltd., Mississauga and Toronto	Teamsters (Ind.) (drivers and ware- housemen)	280	CC
Consumers' Gas Co., Toronto and other locations	Energy and Chemical Workers (CLC)	801	PO
Dominion Bridge, Mount Dennis Plant, Toronto	United Steelworkers (AFL-CIO/CLC)	331	CC
Domtar Forest Products (Woodlands Div.) Red Rock	Carpenters (AFL-CIO)	230	CC
Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Div., Goderich	Energy and Chemical Workers (CLC) (production and maintenance empls.)	253	CC
Du Pont of Canada Ltd., Maitland	Energy and Chemical Workers (CLC)	538	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	MD
Eaton Yale Ltd., Forestry Equipment Div, Woodstock	Molders (AFL-CIO/CLC)	253	B
E.B. Eddy Forest Products Ltd. (Woods Operation), Espanola	Carpenters (AFL-CIO)	235	C
Excel Metalcraft, Aurora	Auto Workers (CLC)	200	P3
Fiberglas Canada Inc., Sarnia	Energy and Chemical Workers (CLC)	400	C
John Forsyth Co. Ltd., Kitchener, Waterloo and Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	455	B
Gabriel of Canada, Etobicoke	Machinists (AFL-CIO/CLC) (production empls.)	445	B

Negotiations in Progress during March 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
ates Canada Inc., Brantford	Rubber Workers (AFL-CIO/CLC)	321	B
odyear Canada Inc., (Factory and Central Distribution Warehouse), Toronto	Rubber Workers (AFL-CIO/CLC) (maintenance, production and warehouse empls.)	1,200	C0
odyear Canada Inc., (Factory and Reclaim Plant), Bowmanville	Rubber Workers (AFL-CIO/CLC) (production and maintenance empls. and stationery engineers)	226	C0
ilf Canada Products Co. (Clarkson Refinery), Mississauga	Energy and Chemical Workers (CLC)	300	B
ilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,320	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,300	MED
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	B
Hamilton City Corp.	CUPE (CLC) (inside empls.)	403	B
Hamilton City Corp.	CUPE (CLC) (outside empls.)	501	B
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	683	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (administration unit)	350	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empls.)	200	B
Hintzman Ltd., Whitby	Upholsterers (AFL-CIO/CLC)	515	C0
Hadrie and Co. Ltd., province-wide	Railway, Transport and General Workers (CLC)	260	B
Iglis Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	700	MED
Iter-Bake Foods Ltd., London	Grain Millers (AFL-CIO/CLC) (produc- tion, maintenance, shipping empls. and drivers)	694	B
Killogg Salada Canada Ltd., London	Grain Millers (AFL-CIO/CLC)	600	B
Leahead Board of Education	CUPE (CLC)	235	B

Negotiations in Progress during March 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg. Sta.
Lakehead Terminal Elevators Assn. - Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	
Lancia-Bravo Foods, Toronto	Food and Commercial Workers (AFL-CIO/CLC)	218	
Thomas J. Lipton Inc., Bramalea	Grain Millers (AFL-CIO/CLC) (production, maintenance, shipping, machinists and electricians, and and service and warehouse)	230	
MacMillan Bloedel Industries Ltd., Pembroke	Woodworkers (AFL-CIO/CLC)	230	
Maple Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	350	
Metropolitan Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	700	
Metropolitan Toronto Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	525	
Modern Building Cleaning (A Div. of Dustbane Enterprises), Toronto	CUPE (CLC) (full-time and part-time empls.)	300	
Newlands Textiles Inc., Cambridge	Natl. Council of Canadian Labour (Ind.)	220	
Newman Steel Ltd., Oakville, St. Catharines, Stoney Creek and Sudbury	United Steelworkers (AFL-CIO/CLC)	250	
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	580	
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	222	
Ontario Form Work Assn. (Residential Concrete Forming Contractors)	Labourers (AFL-CIO) and Intl. Operating Engineers (AFL-CIO/CFL)	900	
Ontario Hydro	CUPE (CLC)	260	

\*\*Federal jurisdiction

Negotiations in Progress during March 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Jockey Club (Mutuel Dept. Standardbred Div.), province-wide	Service Employees Intl. (AFL-CIO/CLC)	250	C0
Ontario Jockey Club (Mutuel Dept. Thoroughbred Div.), province-wide	Service Employees Intl. (AFL-CIO/CLC)	300	C0
Ontario Produce Co. Ltd. (Ontario Food Div. of Oshawa Group Ltd.), Malton and Toronto	Teamsters (Ind.)	317	B
Ottawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC)	1,600	C0
Ottawa Ready Mix Companies	Teamsters (Ind.)	200	MED
Pamour Porcupine Mines, Pamour, Ross and Schumacher Divs., Pamour	United Steelworkers (AFL-CIO/CLC) mine empls.)	800	C0
Pioneer Chain Saw Corp. Inc., Peterborough	United Steelworkers (AFL-CIO/CLC)	245	B
Pierbentshaw Controls Canada Inc., Toronto	Electrical Workers (UE) (CLC)	291	B
Pwntree Mackintosh Canada, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	850	B
S. Joseph Religious Hospitaliers of Hotel Dieu of Kingston	OPSEU (NUPGE) (CLC)	301	B
Singamo Canada, Toronto	Machinists (AFL-CIO/CLC)	440	B
Scarborough Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,839	PFB
Scarborough Borough Public Utilities Commission	Utility Workers (Ind.)	236	B
Scara Second, Div. of Ault Foods, Scarborough	Cdn. Brewery Workers (CLC) (full-time empls.)	560	B
Shell Canada Ltd., Corunna	Energy and Chemical Workers (CLC)	225	B
Smith & Stone Inc., Georgetown	Auto Workers (CLC)	250	B
Subbeam Corp. (Canada) Ltd., Toronto and Mississauga	Electrical Workers (UE) (CLC)	290	B
Supreme Aluminium Industries Ltd., Toronto and Pickering	Employees' Assn. (Ind.)	211	B

Negotiations in Progress during March 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg. Stag.
TRW Canada Ltd., Thompson Products Div., St. Catharines	Employees' Assn. (Ind.)	710	B
3M Canada Ltd., London	Auto Workers (CLC)	347	CO
Thunder Bay City Corp.	Police Assn. (Ind.)	210	B
Thunder Bay City Corp. (Cumberland Hall, Dawson and Grandview Lodges)	Service Employees Intl. (AFL-CIO/CLC)	400	B
Titan Proform Co. Ltd., Toronto	Auto Workers (CLC)	210	B
Toronto Abattoirs Ltd., and Quality Meat Packers Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	400	CO
Toronto Residential Low-Rise Forming Contractors Assn.	Labourers (AFL-CIO)	600	B
Toronto Star Newspapers	Printing and Graphic Union (AFL-CIO/CLC)	420	ME
Trailmobile Canada, Brantford	Auto Workers (CLC)	397	WS
Uniroyal Ltd. (Tire Factory and Rubber Machine Shops), Kitchener	Rubber Workers (AFL-CIO/CLC)	1,200	B
Valdi Inc. (Valdi Discount Foods), province-wide	Food and Commercial Workers (AFL-CIO/CLC)	800	CO
Victoria Hospital Corp., London	OPSEU (NUPGE) (CLC)	240	B
Wabco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	269	B
Waterloo Regional Police Force	Police Assn. (Ind.)	433	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	MI
Windsor City Corp.	CUPE (CLC)	570	B
John Wood Manufacturing, Toronto	Auto Workers (CLC)	200	CO
Harvey Woods Ltd. (Underwear and Hosiery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd. Div. of Harvey Woods, Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	550	CO
York University, Toronto	University Professors (Ind.)	930	B
Zehrs Markets (Div. of Zehrmart Ltd.), Intercity	Food and Commercial Workers (AFL-CIO/CLC)	600	B

Negotiations in Progress during March 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
<u>More Than One Province</u>			
P Air, system-wide**	Railway Clerks (AFL-CIO/CLC) (agents, dispatchers and other empls.)	1,520	B
Canadian General Electric and Montreal Armature Co., Montreal, St. Augustin and St. Andre, Que. and Cobourg, Oakville, Peterborough and Toronto, Ont.	Electrical Workers (IUE) (AFL-CIO/ CLC) (hourly rated and salaried empls.)	1,183	MED
Aislin Industries Ltd., Ont. and Que.**	Teamsters (Ind.)	375	CO
Motor Transport Industrial Relations Bureau (Tank Truck Drivers and Maintenance Employees) Ont. and Que.**	Teamsters (Ind.)	360	CO

\*Federal jurisdiction

Negotiations in Progress during March 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in April 1983

Employer and Location	Union	No. of Empls.
Parts of Canada Ltd., Toronto	Auto Workers (CLC)	200
en Industries Canada Ltd., (A Div. of Dayco Canada Ltd.), Hamilton	Auto Workers (CLC)	900
ow Co., Div. of Cluett Peabody and Co. f Canada Ltd., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	661
ld Canada Inc., Kitchener	Auto Workers (CLC)	1,233
co Inc., Hamilton	Electrical Workers (UE) (CLC)	550
istie Brown and Co. Ltd. (Biscuit roduction), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	600
omolox Canada, Div. of Canadian orporate Management, Toronto	Auto Workers (CLC)	450
imodore Business Machines Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	200
rtaulds Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	538
Pont of Canada Ltd., Maitland	Energy and Chemical Workers (CLC)	538
on Yale Ltd., Forestry Equipment Div., oodstock	Molders (AFL-CIO/CLC)	253
tings (1980) Inc., Oshawa	United Steelworkers (AFL-CIO/CLC)	297
es Canada Inc., Brantford	Rubber Workers (AFL-CIO/CLC)	321
ilton City Board of Education	CUPE (CLC) (caretakers)	500
ernational Harvester Co. of Canada Ltd., amilton	United Steelworkers (AFL-CIO/CLC)	258
ernational Harvester Co. of Canada Ltd., amilton	United Steelworkers (AFL-CIO/CLC)	1,553
elogg Salada Canada Ltd., London	Grain Millers (AFL-CIO/CLC)	600
berly-Clark of Canada Ltd., Toronto	Cdn. Paperworkers (CLC)	400
on City Board of Education	CUPE (CLC)	329
opolitan Toronto Apartment Builders asn. (Apartments)	Labourers (AFL-CIO)	400
opolitan Toroto Apartment Builders Assn. ousing)	Labourers (AFL-CIO)	200

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in April 1983 (Cont'd)

Employer and Location	Union	No. of Empls
Metropolitan Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	70
Newlands Textiles Inc., Cambridge	Natl. Council of Canadian Labour (Ind.)	22
Ontario Carpentry Contractors Assn.	Carpenters (AFL-CIO)	70
Ontario Concrete and Drain Contractors Assn.	Labourers (AFL-CIO)	40
Ontario Form Work Assn. (Residential Concrete Forming Contractors)	Labourers (AFL-CIO) and Intl. Operating Engineers (AFL-CIO/CFL)	90
Ontario Heavy Construction Assn.	Carpenters (AFL-CIO)	25
Pioneer Chain Saw Corp. Inc., Peterborough	United Steelworkers (AFL-CIO/CLC)	24
Pipe Line Contractors Assn. of Canada	Intl. Operating Engineers (AFL-CIO/CFL)	37
Pipe Line Contractors Assn. of Canada	Labourers (AFL-CIO)	1,50
Pipe Line Contractors Assn. of Canada	Plumbers (AFL-CIO/CFL)	20
Pipe Line Contractors Assn. of Canada	Teamsters (Ind.)	21
Robertshaw Controls Canada Inc., Toronto	Electrical Workers (UE) (CLC)	29
Sangamo Canada, Toronto	Machinists (AFL-CIO/CLC)	44
Supreme Aluminum Industries Ltd., Toronto and Pickering	Employees' Assn. (Ind.)	21
TRW Canada Ltd., Thompson Products Div., St. Catharines	Employees' Assn. (Ind.)	71
Toronto and District Carpentry Contractors Assn.	Carpenters (AFL-CIO)	20
Toronto Residential Low-Rise Forming Contractors Assn.	Labourers (AFL-CIO)	60
University of Guelph	CUPE (CLC)	41
University of Western Ontario, London	CUPE (CLC)	24
University of Western Ontario, London	CUPE (CLC)	33
Wabco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	26
York University, Toronto	CUPE (CLC)	23
York University, Toronto	University Professors (Ind.)	93

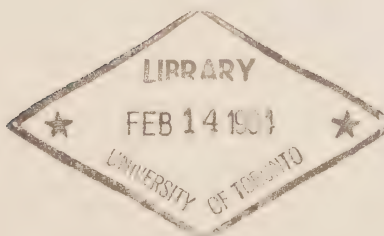
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Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
APRIL 1983



RESEARCH BRANCH  
ONTARIO MINISTRY OF LABOUR



## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1983 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that effects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in April 1983. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in May 1983.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour.



# Contents

Page

Highlights .....	i
Index to Settlements Reported .....	181
April 1983 Settlements	
Food and Beverage .....	185
Rubber and Plastics Products .....	187
Knitting Mills .....	189
Textile .....	190
Wood .....	191
Paper and Allied .....	192
Metal Fabricating .....	193
Machinery .....	193
Transportation Equipment .....	195
Electrical Products .....	196
Non-Metallic Mineral Products .....	200
Petroleum and Coal Products .....	201
Chemical and Chemical Products .....	202
Mines .....	202
Transportation .....	203
Electric Power, Gas and Water Utilities .....	206
Retail Trade .....	207
Education and Related Services .....	209
Health and Welfare Services .....	213
Amusement and Recreation Services .....	216
Federal Administration .....	217
Local Administration .....	218
Addendum	
August 1982 Settlement .....	222
January 1983 Settlement .....	223
February 1983 Settlements .....	224
March 1983 Settlements .....	226
Erratum .....	231
Negotiations in Progress during April 1983	
Covering 200 or More Employees .....	232
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in May 1983 .....	
	240



## Highlights

Agricultural Implement Industry Settlements. A settlement between International Harvester Canada and the United Steelworkers of America (USWA) was recently negotiated on behalf of 1,550 members of the unions two locals at the company plant in Hamilton. The locals, one representing production and maintenance employees and the other office and technical staff, have bargained jointly since 1971. The two-year settlement was reached in post conciliation bargaining a day after the April 21, 1983 expiry dates of the separate contracts. The resultant agreements featured better job and income security in return for economic concessions. The concessions reflected the management's request for a reduction in labour costs in order to strengthen the firm's financial position during a time of continuing softness in farm machinery markets.

At the Hamilton plant, which makes planting, harvesting and tillage equipment, about 450 employees have been on indefinite layoff since the spring of 1982. Before the contract talks commenced in January, the company also announced that the plant would be closed for at least four months beginning April 29, idling almost all production and office employees. However, new orders received in the meantime allowed the company to reduce the April layoffs to 500 employees, with further reductions depending on the market improvement. The workforce adjustments were in response to the persistent low demand for farm equipment and the need to bring production in line with current and projected sales levels. Over the past two years, the sales have been depressed by falling farm income and high financing costs. As a result, Harvester plants have been operating at about 35 per cent of capacity.

The new two-year contracts, approved overwhelmingly by members of the two units, did not provide a general wage increase, but retained the existing cost-of-living formula calling for quarterly payments of 1 cent per .26 point change in the Consumer Price Index. Over the term of previous three-year contracts, the formula generated a floating allowance of \$2.61 per hour for plant workers and \$110 per week for office employees. Assuming a 7 per cent inflation rate over the next two years, the formula is expected to produce an additional \$1.51 per hour. Among negotiated improvements were increased shift premiums, higher insurance benefits and in April 1984, special lump sum payments to pensioners (\$300) and survivors (\$180). The company also agreed to finance health benefit coverage for laid-off employees for a six month period, up from the present one month, as well as to provide a \$300,000 fund to be used for severance payments in the event of a permanent plant closure. In return, the workers gave up only for the duration of the contract one paid holiday, one week of paid vacation, \$100 in Christmas and vacation bonuses and two weeks of a paid pre-retirement leave. The union also agreed on lower weekly payments for laid-off workers from the Supplementary Unemployment Benefit (SUB) fund, which had already fallen below 50 per cent of its possible maximum because of previous layoffs. In order to ease the strain on the greatly depleted fund, the benefits will be paid at a flat rate of \$70 per week or 42 per cent of the maximum UIC benefits, if the fund level declines to under 40 per cent. No benefits will be paid to employees with less than 10 years service if the fund's level drops below 20 per cent.

The Hamilton pact resembled a new accord accepted on March 8 by 720 active and 535 laid off members of the United Auto Workers (UAW) at the company's truck plant in Chatham. The 19 month renewal agreement was reached following a one-month strike, staged by the workers to protest to the company's proposal for a wage freeze and a number of economic concessions exceeding those agreed to last fall by the UAW in the Canadian auto industry

contracts. The company insisted that it needed far-reaching changes in the agreement to facilitate the transfer of heavy-duty truck production to the Chatham plant from Fort Wayne, Indiana. The latter facility had been closed last September as part of International Harvester's world-wide restructuring. The decision to transfer the truck production to Chatham was based on the advantages the Canadian operation had over its U.S. sister plant, including a favourable tariff provision in the Canada-U.S. auto trade pact. The changeover work at the Chatham plant is scheduled for completion by the end of August and is expected to be followed by the production workers' recall.

In the Chatham pact, the union also agreed to accept no rise in pay other than cost-of-living adjustments until the contract's new expiry date of October 1, 1984. The COLA escalator will continue to be based on the average combined U.S.-Canada Consumer Price Index to September 2, 1983, when the base will be replaced by an entirely Canadian CPI. The COLA adjustments, including a past float of \$2.55, are for the first time to be included in the calculation of overtime payments. In addition to contract revisions similar to those included in the Hamilton accord, the Chatham agreement called for the elimination of paid personal holidays, which are to be restored at the end of the contract. [See pp. 115-116 the March 1983 issue of this report for more details.]

The basic terms of the Hamilton and Chatham agreements were patterned on many items of a new pact between International Harvester and 30,000 UAW members at the parent company plants in seven U.S. states. Some of the original U.S. provisions, however, have been slightly altered to meet specific Canadian conditions. The UAW pact, which generally tracked the earlier U.S. auto industry pattern, was signed last May, five months before the union's existing contract was to have expired. The 29-month agreement, running through October 1, 1984, called for contract concessions in exchange for job security, expanded employee involvement in management decisions and a profit sharing plan. The concessions included a freeze in general wage increases, deferral of three COLA adjustments for 18 months each, and substantial reductions in paid time off. For its part, the company agreed to give 60 days' notice prior to hiring outside part suppliers, and a six months' advance notice of any plant closure. Other provisions included restructuring of the SUB program designed to ensure longer-range income security, and deferment of the company's pension contributions until the contract's expiry date. The pact also contained a reopening clause in the event Harvester's worldwide pretax profits exceed \$300 million in any two consecutive quarters.

A similar agreement calling for extensive cost-reduction measures had been approved in the spring of 1982 by 1,200 UAW members at a U.S. subsidiary of Massey-Ferguson Ltd. The 30-month pact, superseding a contract originally scheduled to terminate October 31, 1982, covered plant workers at Massey's operations in Detroit, Michigan, Racine, Wisconsin and Des Moines, Iowa. The re-opened agreement, running from April 19, 1982 to October 31, 1984 resulted in hourly labour cost reductions estimated at about \$3 (U.S.), or about \$10 million over the new term. At that time, the Toronto-based multinational producer of farm equipment (which averted its bankruptcy two years ago when it negotiated a \$715 million refinancing agreement with major creditors) asked its Canadian plant workers to accept economic concessions comparable to those approved by their U.S. counterparts. However, the UAW members in Toronto and Brantford refused to renegotiate their current agreement. The three-year contract, signed in November 1980 and expiring September 1, 1983, allowed the company to delay annual wage increases and cost-of-living adjustments, and to provide pension benefits at lower than the union's standard rates.

Massey's Toronto and Brantford plants were closed entirely for long periods last year. Although the company's position has improved recently, close to 60 per cent of the plants' workforce still remains on layoff because of the continuing slump in farm equipment demand. As part of a world-wide effort to rationalize its operations, the company in late April disclosed its intentions to close the Toronto plant within the next two years, with a corresponding expansion of the Brantford facility. The announcement came six weeks prior to the opening of negotiations on the renewal of the existing contract.

Meanwhile, White Farm Equipment Canada Ltd. in Brantford, the smallest of the three major agricultural implement firms in Ontario, was unable to survive the industry's disastrous market conditions. By the end of April, there were only about 40 hourly employees left at the plant, down from a workforce of 1,200 workforce last summer. The workers were covered by a UAW contract revised in early 1981, which at that time was extended to March 31, 1984. In mid-June, following a refusal by the federal government to be part of White's financial restructuring proposal, the plant was closed due to the company's failure to meet its payroll and the remaining plant workers were laid off indefinitely.



Index to Settlements Reported, April 1983

Employer and Location	Union	Page
r Canada, system-wide	Air Line Pilots (Ind.)	222
r Canada, system-wide	Machinists (AFL-CIO/CLC)	226
stview Holdings and Bestview Services, various Ontario cities	Christian Labour Assn. (Ind.)	214
ant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	209
nadian General Electric Co. Ltd., Cobourg, Oakville and Toronto, Ont., and Montreal, St. Andre and St. Augustine, Que. and the Montreal Armature Company Ltd., Montreal, Que.	Electrical Workers (IUE) (CLC) (hourly-rated and salaried empls.)	197
nadian General Electric Co. Ltd., Peterborough	Electrical Workers (IUE) (CLC) (salaried empl.)	199
nadian Pacific Air Lines Ltd., system- wide	Railway Clerks (AFL-CIO/CLC) (agents, dispatchers, assistant dispatchers, ground hostesses and teletypists)	203
nadian Pacific Express, Div. of Canadian Pacific Express and Transport Ltd., Atlantic, Eastern and Western Regions	Railway Clerks (AFL-CIO/CLC) (warehousemen, drivers, mechan- ics, clerks and other empl.)	227
nsomers Distributing Co. Ltd., Mississauga and other southern Ontario centres	Teamsters (Ind.)	208
le Consumers' Gas Co., Toronto and other central and southeastern Ontario centres	Energy and Chemical Workers (CLC) (office, clerical, sales and laboratory empl.)	206
ntar Inc., Domtar Chemicals Group, Sifto (R) Salt Div., Goderich Mine	Energy and Chemical Workers (CLC)	202
D Pont Canada Inc., Maitland	Energy and Chemical Workers (CLC)	202
Eobicoke General Hospital	Ont. Nurses' Assn. (Ind.) (full- time and part-time registered nurses)	213
Ecel Metalcraft Ltd., Aurora	Auto Workers (CLC)	195
Etendicare Ltd. and 7 other companies representing a total of 33 nursing homes in Ontario	Service Employees Intl. (AFL- CIO/CLC)	215

Index to Settlements Reported, April 1983

Employer and Location	Union	Page
Fiberglas Canada Ltd., Sarnia	Energy and Chemical Workers (CLC)	201
Goodyear Canada Inc., Factory and Reclamation Plant, Bowmanville	Rubber Workers (AFL-CIO/CLC)	188
Goodyear Canada Inc.; (New Toronto Factory, Central Distributing Warehouse and Bramshott Warehouse) Toronto	Rubber Workers (AFL-CIO/CLC) (production, maintenance and warehouse empls.)	187
Government of Canada (Treasury Board)	Professional Assn. of Foreign Service Officers (Ind.)	217
Government of Canada (Treasury Board)	Professional Institute (Ind.) (physical sciences group)	217
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (administrative services group)	231
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	209
Hamilton City Corp.	CUPE (CLC) (inside empls.)	218
Hamilton City Corp.	CUPE (CLC) (outside empls.)	219
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (inside empls.)	219
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empls.)	220
Hamilton-Wentworth Regional Municipality (Macassa Lodge)	CUPE (CLC)	215
Hastings County Board of Education	CUPE (CLC) (custodial and maintenance empls., bus and truck drivers)	210
International Harvester Canada Ltd., Hamilton	United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	193
Kendan Manufacturing Ltd., Windsor	Auto Workers (CLC)	224
Lancia-Bravo Foods, Toronto	Food and Commercial Workers (AFL-CIO/CLC)	186
London City Board of Commissioners of Police	Police Assn. (Ind.)	220
MacMillan Bloedel Ltd., Pembroke Div., Pembroke	Woodworkers (AFL-CIO/CLC)	192

Index to Settlements Reported, April 1983

Employer and Location	Union	Page
slin Industries Ltd. (Freight and Maintenance agreements), province-wide	Teamsters (Ind.)	204
ropolitan Toronto Catholic Children's Aid Society	CUPE (CLC)	224
ropolitan Toronto Children's Aid Society	CUPE (CLC)	225
ropolitan Toronto House Wreckers' Assn.	Labourers (AFL-CIO) (wrecking labourers)	230
ional Defence Communications Security Establishment, Ottawa	Public Service Alliance (CLC) (administrative services, communications officers and computer systems administration groups of the Administrative and Foreign Services Category)	218
William Neilson Ltd., Georgetown	Teamsters (Ind.)	185
North York Public Library Board	CUPE (CLC)	213
ario Jockey Club (Mutuel Dept., Thoroughbred Race Operation), province-wide	Service Employees Intl. (AFL-CIO/CLC)	216
awa City Corp., Public Works Dept. (Maintenance and Traffic Engineering Divs.) and Community Services Dept. (Parks and Property and the Civic Auditorium and Arenas Divs.)	CUPE (CLC)	221
awa Area Ready Mix Companies	Teamsters (Ind.)	200
awa Board of Education	CUPE (CLC) (office, clerical and technical empls.)	210
awa Board of Education	Employees Union (Ind.) (maintenance, service and stationary engineers)	211
ving Posluns Sportswear, Toronto	Ladies Garment Workers (AFL-CIO/CLC)	190
Quality Meat Packers Ltd. and Toronto Abattoirs Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	185
Sell Canada Ltd. (Sarnia Refinery), Corunna	Energy and Chemical Workers (CLC)	201
Sith & Stone Inc., Georgetown	Auto Workers (CLC)	199

Index to Settlements Reported, April 1983

Employer and Location	Union	Page
Steinberg Inc., Ottawa and other centres, Ont., Hull and Pointe-Gatineau, Que.	Food and Commercial Workers (AFL-CIO/CLC)	228
Sunbeam Corp. (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	196
Supreme Aluminum Industries Ltd., Pickering and Scarborough	Employees' Assn. (Ind.)	193
Titan Proform Co. Ltd., Toronto	Auto Workers (CLC)	196
Toronto Area Transit Operating Authority (GO Transit)	Transit Union (AFL-CIO/CLC)	206
University of Guelph	CUPE (CLC) (trades, services and maintenance empls.)	212
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory and tech- nical empls.)	229
Valdi Inc. (Valdi Discount Foods), province-wide	Food and Commercial Workers (AFL- CIO/CLC) (part-time empls.)	207
Waterloo Regional Board of Commissioners of Police	Police Assn. (Ind.)	221
Weldwood of Canada Ltd., Longlac Div. Longlac	Carpenters (AFL-CIO)	191
Windsor City Corp.	CUPE (CLC)	223
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CFL)	206
Windsor Western Hospital Centre Inc. (I.O.D.E. and Riverview Units), St. Joseph Religious Hospitallers of Hotel Dieu, the Salvation Army Grace Hospital and the Metropolitan General Hospital, Windsor	Service Employees Intl. (AFL-CIO/CLC)	214
Harvey Woods Ltd. (Underwear and Hosiery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd., a subsidiary of Harvey Woods, Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	189
York Region Board of Education	CUPE (CLC) (office, clerical and technical empls.)	211
York Region Board of Education	CUPE (CLC) (service and mainte- nance empls.)	212

OD AND BEVERAGE

Quality Meat Packers Ltd. and Toronto Abattoirs Ltd. at Toronto - Local 743, Food and Commercial Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from January 1, 1983 to December 31, 1984, covering 430 employees, settled with mediation assistance. Duration of negotiations - 4 months.

ges:	Effective	Jan. 1/83	Jan. 1/84
	General Increases	\$1.25	\$1.25
	Labourer (Class 7)	\$10.83 (\$9.58)	\$12.08
	Mechanic Class A	\$12.04 (\$10.29)	\$13.29

ift Premium: 0-30¢-30¢ (0-25¢-25¢). Effective January 1, 1984, 0-35¢-35¢.

id Holidays: Effective in 1984, 1 floating day is added for a total of 11 days.

alth and  
lfare: Life Insurance - \$12,000 (\$8,000) coverage. Effective January 1, 1984, \$15,000.

Weekly Indemnity - Benefit increases to the 1983 (1982) UIC maximum. Effective in 1984, the 1984 UIC maximum.

Vision Care - Maximum claim for eyeglasses increases to \$75 (\$60) per person every 2 years.

Dental Plan - Coverage is based on the 1982 (1980) Ontario Dental Association fee schedule. Effective January 1, 1984, the 1983 ODA fee schedule.

William Neilson Ltd. at Georgetown (formerly, Donlands Dairy Co. Ltd., Guelph Division and Toronto Division) - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from January 1, 1983 to December 31, 1984, covering 450 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wjes:	Effective	Jan. 1/83	Jan. 1/84	July 1/84
	General Increases	\$1.00	50¢	75¢
	Additional Adjustments*			
	Storageman	\$10.880 (\$9.880)	\$11.380	\$12.130
	Maintenance Electrician	\$12.593 (\$11.593)	\$13.093	\$13.843

	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>	<u>July 1/84</u>
<u>Weekly Rates</u>			
Wholesale Route	\$465.20	\$485.20	\$515.20
Salesman (Routes over 14,000 weekly points - per week)	(\$425.20)		
*Effective July 1, 1983, rates of pay for Truck Jockey increased to halfway between Route Relief Runner and Wholesale Driver job categories; Route Supervisor job deleted, and all Route Runners classified as Route Relief Runners, with increase in the existing differential between these jobs.			
Cost of Living Allowance:	1¢ per 0.5 point change in the Consumer Price Index - 1971=100, using December, 1974 as the base index month. Capped at \$1.25 (\$1.00) for the term of the agreement. Adjusted and paid quarterly. (Basic formula is unchanged.)		
Shift Premium:	0-36¢-36¢ (0-32.5¢-32.5¢) for plant employees.		
Premium Pay:	Mechanic with Diesel Certification - 50¢ per hour while engaged in duties requiring Diesel Certification, and for all hours worked during the week where more than 50% of normal work week is spent on such duties (new).		
Overtime Pay:	Time and one-half after 8 hours' work, double time after 10 hours (unchanged) and triple time after 16 hours (new) on a regular scheduled day of work.		
Paid Holidays:	1 floating day is added in 1984 for a total of 13 days.		
Paid Vacation:	4 weeks after 11 (12) years' service.		
Health and Welfare:	<u>Life Insurance and A.D. &amp; D.</u> - \$15,000 (\$10,000) coverage.		
	<u>Weekly Indemnity</u> - Benefits are 66 2/3% of earnings up to the UI maximum or \$250 (\$200) per week.		
	<u>Vision Care (new)</u> : Effective as soon as possible after April 24 1983, maximum claim for eyeglasses is \$50 per employee and dependent every 2 years. Employer pays 100% of premium costs.		
Pension Plan:	Effective the first pay week following April 24, 1983, employer contributes \$16.50 (\$15) per week.		
Drop Allowance (new):	\$5 per week for Interbranch Driver, excluding Zeihr's drop in Exeter.		
Meal Allowance:	\$5 (\$4.25) after 2 (2.5) hours' overtime worked.		
Tool Allowance:	\$250 (\$170) annual maximum for designated tradesman.		

Lancia-Bravo Foods at Toronto - Local P530-2, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 18, 1983 to January 17, 1985, covering 218 employees, settled with mediation assistance. Duration of negotiations - 5 months.

ages:	Effective	Jan. 18/83	Jan. 18/84
General Increases		60¢	6.5%
Packer		\$7.76 (\$7.16)	\$8.26
Mechanic A		\$10.82 (\$10.22)	\$11.52
Gift Premium:	0-23¢-28¢ (0-22¢-26¢).		
aid Holidays:	11 (10 1/2) days per year.		
aid Vacation:	6 weeks (new) after 28 years' service.		
Health and elfare:	Major Medical - 90% reimbursement for first \$50 and 80% thereafter (80% reimbursement).		
	Dental Plan- Plan provides for 80%/20% co-insurance for preventative coverage and 60%/40% co-insurance for basic major coverage to a maximum of \$800 per participant per calendar year. (Previously, 60%/40% co-insurance for all eligible expenses to a maximum of \$600 per participant per calendar year.) Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.		
ension Plan:	Basic Benefit - \$11 (\$9) per month per year of service.		
at of Town llowance:	\$9 (\$8) for truck drivers and helpers if returning the same day and \$16 (\$15) for overnight. Effective January 18, 1984, \$17 for overnight.		
safety Shoe llowance:	\$28 (\$26) for 1 pair per year.		

#### JBBER AND PLASTICS PRODUCTS

odyear Canada Inc. (New Toronto Factory and Central Distribution Warehouse and  
Bramshott Warehouse) at Toronto - Local 232, Rubber Workers  
(AFL-CIO/CLC) (production, maintenance and warehouse employees):  
A 36-month renewal agreement effective from February 20, 1983 to  
February 19, 1986, covering 1,300 employees, settled with  
mediation assistance. Duration of negotiations - 3 months.

ages:	Effective	Feb. 20/83	Feb. 20/84
"Silent" COLA*		12¢	
Skilled Trades Adjustments		25¢	10¢
Office and Factory Cleaning		\$10.58 (\$10.46)	\$10.58
Power Truck Operator		\$10.82 (\$10.70)	\$10.82
Electrician		\$13.365 (\$12.995)	\$13.465

\* The amount of COLA that would have been forthcoming from the formula in the previous agreement had there been a scheduled adjustment for the last quarter.

Previous rates reflect \$2.31 COLA fold-in.

Cost of Living  
Allowance:

1¢ per 0.26 point rise in the Consumer Price Index - 1971=100, starting May 23, 1983, using the average CPI for the period February 1983 to April 1983 over the December 1982 to February 1983 base. Adjusted and paid quarterly. Folded into wages in February, 1984. (Basic formula is unchanged.)

5 1/2¢ to be diverted from the first COLA payment to help fund the 30 and out retirement provision.

Continuous Shift  
Premium (new):

90¢ per hour.

Health and  
Welfare:

Life Insurance and A.D. & D. - \$21,000 (\$13,000) coverage.

Life Insurance for Retirees - \$7,500 (\$6,500) coverage.

Weekly Indemnity - Maximum of \$231 (\$174) per week for 52 weeks.

Extended Health Care - \$100 (\$80) per person every 2 years for prescription eyeglasses and \$300 per person every 5 calendar years (previously once only) for hearing aid.

Dental Plan - Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.

Transition and Bridging Benefits (Surviving Spouse) - \$300 (\$250) maximum per month less any applicable statutory reductions.

Pension Plan:

Basic Benefit - \$17.25 (\$15) per month per year of service.

Supplementary Benefit - Type A, \$11.75 (\$10) per month per year of service to a maximum of 30 years.

Early Retirement - Subject to approval by the Department of National Revenue, an employee with 30 years' service, may retire with an unreduced pension. (Previously, at age 62 with 10 years' service or age 55 with 30 years.) Funded in part by a 5 1/2¢ diversion from the May 23, 1983 COLA payment.

Deferred Life Annuity - \$14.45 (\$12.20) per month per year of service for employment prior to January 1, 1965 and \$17.25 (\$15) for employment thereafter, for employee aged 45 with 10 years' service, upon termination of membership in pension plan.

Supplementary  
Unemployment  
Benefit Plan:

Employer Contribution - 7¢-17¢ (5¢-15¢), depending on funding level.

Plant Closure - 6 months (16 weeks) notice period.

Goodyear Canada Inc., Factory and Reclamation Plant at Bowmanville - Local 189, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 20, 1983 to February 19, 1986, covering 226 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 20/83	Feb. 20/84
COLA Fold-in		69¢	
"Silent" COLA		12¢	
Skilled Trades Adjustments		25¢	10¢
Utility Man		\$10.58 (\$9.77)	\$10.58
Electrician		\$13.015 (\$11.955)	\$13.115

Previous rates reflect 35¢ COLA fold-in in 1981, and 77¢ in 1982.

Cost of Living Allowance: 1¢ per 0.26 point rise in the Consumer Price Index - 1971=100, starting May 23, 1983 using the average CPI for the period February 1983 to April 1983 over December 1982 to February 1983 base. Adjusted and paid quarterly. Folded into wages in February, 1984. (Basic formula is unchanged.)

5 1/2¢ to be diverted from the first COLA payment to help fund the 30 and out retirement provision.

Clothing Allowance: 5¢ (3¢) per hour in "dirty" departments only.

For changes in benefits, see the Goodyear Canada Inc. (New Toronto Factory and Central Distribution Warehouse and Bramshott Warehouse) settlement at Toronto, reported above.

## KNITTING MILLS

Harvey Woods Limited (Underwear and Hosiery Divisions) at Woodstock and Kroy Unshrinkable Wools Limited, a subsidiary of Harvey Woods at Toronto - Locals 717, 986T and 1300, Clothing and Textile Workers (AFL-CIO/CLC): Three 16-month renewal agreements effective from April 26, 1983 to August 31, 1984, covering 431 employees\*, settled with mediation assistance. Duration of negotiations - 8 months. Previous agreement expired August 31, 1982.

\* Includes 13 employees currently on lay-off status.

Wages:	Effective	July 4/83
General Increase		41¢**
Additional Adjustments		5¢-20¢ for certain classifications
Warehouseperson (Underwear Division)		\$6.07-\$6.29 (\$5.66-\$5.88)
Shop Mechanic (Hosiery Division)		\$9.37 (\$8.96)

\*\* Treated as an add-on for incentive employees.

Probationary period is 50 days worked. Maximum rate for Warehouseperson (Underwear Division) is reached after an aggregate of 12 weeks.

Shift Premium: Effective July 4, 1983, 0-13¢-18¢ (0-10¢-15¢).

First Aid Attendant Premium: Effective July 4, 1983, 25¢ (20¢) per hour.

Bereavement Leave: Effective July 4, 1983, current common-law spouse is added to the provision for 3 days' paid leave.

Quarter Century Club (Sick Plan): Discontinued.

Health and Welfare: Life Insurance and Life Insurance for Retirees - Effective July 4, 1983, \$4,000 (\$3,000) coverage.

Safety Shoe Allowance: Effective July 4, 1983, \$30 (\$25) per pair. Service Operator is added to the provision (new).

#### TEXTILE

Irving Posluns Sportswear at Toronto (formerly represented by Toronto Cloak Manufacturers' Association) - Local 14, 83, 92 and 94, Ladies Garment Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1982 to June 30, 1984, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	July 5/82	July 4/83
General Increases		11%	8%
General Hand		\$5.49 (\$4.95)	\$5.93
Skilled Cutter		\$8.19 (\$7.38)	\$8.85

Health and Welfare: General Fund - Effective June 7, 1982, employer contributes 3% (6%) of gross wages. Effective June 1, 1983, 5%. Effective June 1, 1984, 6%.

OHIP - Effective January 1, 1983, each employee receives \$648 (\$480) per year to offset any premiums paid. The allowance is taken from the General Fund.

Sick Benefits - Effective September 1, 1982, \$65 (\$55) per week. Effective July 1, 1983, \$70 per week.

Vision Care - Effective September 1, 1982, maximum claim for eyeglasses increases to \$35 (\$30). Effective July 1, 1983, \$40.

Pension Plan: Employer Contribution - Effective June 1, 1982, 3% (5%) of total wages. Effective June 1, 1983, 4%. Effective June 1, 1984, 5%.

Monthly Benefit - Effective September 1, 1982, \$110 (\$100).  
Effective July 1, 1983, \$115.

00D

Wood of Canada Limited, Longlac Division at Longlac - Local 2693, Carpenters  
(AFL-CIO): A 24-month renewal agreement effective from June 1,  
1982 to May 31, 1984, covering 204 employees\*, settled with  
mediation assistance during a work stoppage. Duration of  
negotiations - 11 months.

\*Includes 4 employees currently on lay-off status.

ges:

Effective	<u>June 1/82</u>	<u>Jan. 1/83</u>
General Increases	75¢	25¢
Dryer Feeder	\$8.84 (\$8.09)	\$9.09
Electrician Class "A"	\$11.19 (\$10.44)	\$11.44
General Increases	75¢	25¢
Effective	<u>June 1/83</u>	<u>Jan. 1/84</u>
Skilled Trades Adjustment	25¢ for Class I and above	
Dryer Feeder	\$9.84	\$10.09
Electrician Class "A"	\$12.44	\$12.69

Previous rate for Electrician Class "A" reflects skilled trades  
adjustments of 25¢-40¢ made September 1, 1981.

Sift Premium:

Effective June 1, 1983, 0-22¢-24¢ (0-17¢-19¢).

Health and  
Welfare:

Life Insurance - Effective June 1, 1983, \$25,000 (\$20,000)  
coverage.

A.D. & D - Effective June 1, 1983, \$37,500 (\$30,000) coverage.

Weekly Indemnity - Effective June 1, 1983, benefits increase to  
\$230 (\$210) per week. Effective January 1, 1984, \$250.

Long Term Disability - Effective June 1, 1983, \$900 (\$800)  
maximum monthly benefit.

Medical, Surgical, Drug and Hospital Care Plan - Effective June  
1, 1983, employer contributes \$32.08 (\$22.09) per month towards  
the cost of premiums for single coverage and \$65.99 (\$44.63) for  
family coverage.

Dental Plan - Effective June 1, 1983, coverage is based on the 1982 (1979) Ontario Dental Association fee schedule.

# PAPER AND ALLIED

MacMillan Bloedel Limited, formerly MacMillan Bloedel Industries Limited, Pembroke Division at Pembroke - Local 2-1000, Woodworkers (AFL-CIO/CLC):  
A 36-month renewal agreement effective from January 1, 1983 to December 31, 1985, covering 216 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/83	Jan. 1/84	Jan. 1/85
	Increases	9%	7%	6% average approx.*
	Labourer	\$10.87 (\$9.97)	\$11.63	\$12.21
	Die Mounting Printer	\$11.70 (\$10.73)	\$12.52	\$13.19
	Factory Mechanic A	\$12.64 (\$11.60)	\$13.52	\$14.31

Mileage Rates - Effective January 1, 1984, 28.4¢ (27.4¢) per mile for Transport Drivers. Effective January 1, 1985, 29.4¢ per mile.

\*The rates achieve wage parity within the industry.

The following benefits are effective the first day of the week following ratification, unless otherwise specified:

Shift Premium: 0-25¢-35¢ (0-25¢-30¢). Effective January 1, 1984, 0-30¢-40¢.

Call-Back Pay: Time and one-half for a minimum of 4 hours.

Jury Duty Pay (new): Employer pays the difference between fees received and regular salary.

Health and Welfare: Life Insurance - Effective May 1, 1983, \$26,000 (\$20,000) coverage. Effective January 1, 1984, \$28,000. Effective January 1, 1985, \$30,000.

Weekly Indemnity - Effective May 1, 1983, benefit increases to \$245 (\$235) per week. Effective January 1, 1984, \$255. Effective January 1, 1985, \$270.

Semi-Private Hospitalization (new) - Effective January 1, 1985, employer pays 100% of premium costs.

Long Term Disability - Maximum benefit is \$1,000 (\$850) per month.

Dental Plan (new) - Effective January 1, 1984, employer pays 75% of premium costs. Coverage is based on the 1983 Ontario Dental Association fee schedule to an annual maximum of \$1,000. Effective January 1, 1985, employer pays 100% of premium costs. Coverage is based on the 1984 ODA fee schedule.

ension Plan: Past Service - Benefits earned up to December 31, 1982, increase by 5% for employees contributing to the plan on and after January 1, 1983.

#### ETAL FABRICATING

Supreme Aluminum Industries Limited at Pickering and Scarborough - Employees' Association (Ind.): A 12-month renewal agreement effective from April 4, 1983 to April 1, 1984, covering 211 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

ges: Effective Apr. 4/83

General Increase 6%

#### Weekly Rates

Grade 12 (includes \$215-\$265  
Jr. Clerk) (\$203-\$250)

Grade 6 (includes \$377-\$462  
Tool and Die Maker) (\$356-\$436)

Probationary period is 90 calendar days. Maximum rates are reached on merit.

ift Premium: 0-36¢-36¢ (0-30¢-30¢).

Health and Life Insurance and A.D. & D. - \$20,000 (\$10,000) coverage.

elfare: Drug Plan - Maximum benefit is \$1,500 per family and \$750 per single person. (Previously, \$1,000 per family member and \$1,000 per single person.)

hal Allowance: \$5 (\$4).

Description Employer pays 50% of the cost to a maximum of \$35 per year.  
Safety Glasses: (Previously, to a maximum of \$20 every two years.)

#### MCHINERY

International Harvester Canada Limited at Hamilton - Locals 2868 and 4592, United Steelworkers (AFL-CIO/CLC) (plant and office employees): Two 24-month renewal agreements effective from April 22, 1983 to April 21, 1985, covering 1,550 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 weeks.

\* Includes 450 employees currently on lay-off status.

ges: No increase in rates that were in effect at the conclusion of the previous agreement.

#### Plant Employees

Labourer \$8.985-\$9.075

Die Sinker \$11.480-\$11.570

Office Employees  
Weekly Rates

Grade 1 (includes                      \$303.72-\$322.62  
Routine Clerk)

Grade 15 (Engineering              \$489.35-\$546.16  
Test and Development  
Technologist)

Probationary period is 3 months. Maximum rates for Labourer and Die Sinker are reached after 90-days and for office employees after two 6-month and two 12-month increases.

Cost of Living                      \$2.61 per hour allowance for plant employees, and \$110 per 40  
Allowance:                      hour week for office employees continues to float.

1¢ per 0.26 point change in the Consumer Price Index - 1971=100, based on the three month average index between March and May 1983, rounded to the nearest 0.05 index point. First adjustment is June, 1983, followed by quarterly adjustments up to March, 1985. (Basic formula is unchanged.)

Shift Premium:                      0-35¢-45¢ (0-27¢-35¢).

Paid Holidays:                      Heritage Day is eliminated leaving a total of 12 days. Effective in 1984, 13 days due to extended Christmas shutdown.

Paid Vacation:                      2 (3) weeks after 5 years' service, 3 (4) weeks after 10 years,  
4 (5) weeks after 15 years and 5 (6) weeks after 25 years.

Christmas Bonus:                      Eliminated (previously \$25).

Vacation Bonus:                      Eliminated (previously \$75).

Pre-Retirement                      Suspended. (Previously, 2 weeks, payable at the same rate as the  
Leave Benefit                      Weekly Disability benefit plant.) Effective January 1, 1985,  
Plan:                      plan will be reinstated.

Health and                      Life Insurance and A.D. & D. - Maximum coverage increases to  
Welfare:                      \$30,000 (\$25,000) and \$15,000 (\$12,500) respectively due to the  
inclusion of the COLA float for the calculation of these benefits  
only.

Semi-Private Hospitalization - Convalescent and rehabilitative  
care is added (new).

Drug Plan - Most over-the-counter drugs not requiring a  
prescription are eliminated. Coverage for disposable insulin  
pens to a maximum of \$25 is included.

Bridging Benefits - Minimum \$175 per month (previously no  
minimum).

Pension Plan:                      Special Payment (new) - \$300 lump sum payment for all eligible  
pensioners and \$180 for all surviving spouses, payable April 1,  
1984.

Non-Contributory Retirement Plan - Effective January 1, 1984, \$6,600 (\$6,000) maximum earnings.

Complementary  
Employment  
Benefit Plan:

Weekly Benefits - 42% of UIC maximum benefit or \$70 (\$100) per week flat rate if funding is below 40%. No payment to employee with less than 10 years' service if funding falls below 20%.

Benefits on Lay-off - \$250,000 fund to provide health benefit coverage for up to 6 (1) months' for eligible plant employees, based on service. \$45,000 fund to provide health benefits for eligible office employees, based on service.

Termination Payment Plan (new) - Maximum \$300,000 employer liability inclusive of statutory requirements, in the event of a permanent plant closure.

## TRANSPORTATION EQUIPMENT

Del Metalcraft Limited at Aurora - Local 396, Auto Workers (CLC): A 36-month renewal agreement effective from March 3, 1983 to March 2, 1986, covering 234 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 weeks.

Agrees:

Effective	Mar. 3/83	Mar. 3/84	Mar. 3/85
General	22¢	22¢	22¢
COLA Fold-in	90¢		
Job Class 1 Assembler- Operator	\$7.90-\$8.05 (\$6.78-\$6.93)	\$8.12-\$8.27	\$8.34-\$8.49
Job Class 11 Tool & Die	\$11.15-\$11.40 (\$10.03-\$10.28)	\$11.37-\$11.62	\$11.59-\$11.84

Probationary period is 60 worked days. Maximum rates for Assembler-Operator and for Tool & Die are reached after 3 months.

Cost of Living  
Allowance:

90¢ of the 98¢ cost of living allowance is folded in, leaving a float of 8¢.

1¢ per 0.19 point change in the Consumer Price Index - 1981=100, using the January 1983 index over the October 1982 index. Adjusted quarterly. Payments starting in June, 1983, are capped at 15¢ per quarter. Guaranteed minimum of 8¢ per year. Capped at 25¢ in 1983, 30¢ in 1984 and 35¢ in 1985. (Previously, 1¢ per 0.6 point change in the CPI - 1961=100. Adjusted quarterly and capped at 40¢.)

Shift Premium:

0-20¢-20¢ (0-18¢-20¢).

Health and  
Welfare:

Life Insurance - \$9,500 (\$9,000) coverage. Effective March 3, 1984, \$10,000. Effective March 3, 1985, \$10,500.

Dental Plan - Coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective March 3, 1984, the 1982 ODA fee schedule. Effective March 3, 1985, the 1983 ODA fee schedule.

Pension Plan (new): Group Retirement Savings Plan - Employer pays 5¢ per regular hour worked for each employee with 3 or more years' service.

Safety Shoe Allowance (new): \$20 per year.

Titan Proform Company Limited at Toronto - Local 124, Auto Workers (CLC): A 36-month renewal agreement effective from January 4, 1983 to January 3, 1986, covering 210 employees\* settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

\* Includes 70 employees currently on lay-off status.

Wages:	Effective	<u>Apr. 1/83</u>	<u>Jan. 3/84</u>	<u>Jan. 3/85</u>
General Increases		4%	5%	6%
Labourer		\$7.38-\$8.42 (\$7.10-\$8.10)	\$7.75-\$8.84	\$8.22-\$9.37
Maintenance Class A		\$9.46-\$10.24 (\$9.10-\$9.85)	\$9.93-\$10.75	\$10.53-\$11.40

Probationary period is 45 days of work. Maximum rates are reached after 1 year.

Retroactive Pay: Conditional upon the company showing a net profit for the fiscal year ending December 31, 1984, the 4% increase effective in the first contract year will be retroactive for all hours paid from January 4, 1983 to March 31, 1983.

Paid Holidays: Heritage Day, if proclaimed, will be added for a total of 12 days.

Vacation Pay: 4% of annual earnings or 2 weeks' pay, whichever is greater, after 1 year's service, 6% or 3 weeks' pay after 5 years, 8% or 4 weeks' pay after 10 years, providing employee doesn't lose more than 80 hours per year for absence. (Previously, 4% after 1 year, 6% after five years and 8% after 10 years.)

Safety Clothing and Safety Foot-wear Allowance: Employer contributes \$10 per month for coveralls and gloves and a maximum of \$80 per year towards the cost of safety boots or shoes. (Previously, \$15 per month for safety boots or shoes, coveralls and gloves.)

## ELECTRICAL PRODUCTS

Sunbeam Corporation (Canada) Limited at Toronto - Local 566, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from April 1, 1983 to March 31, 1985, covering 290 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Apr. 1/83</u>	<u>Apr. 1/84</u>
General Increases		6%	5%

	<u>Apr. 1/83</u>	<u>Apr. 1/84</u>
Group 7 (includes General Labour)	\$8.68-\$8.87 (\$8.19-\$8.37)	\$9.11-\$9.31
Group 1 (includes Toolmaker)	\$11.64 (\$10.98)	\$12.22

Probationary period is 45 days worked. Maximum rates for General Labour are reached after 3 months.

d Vacation: 4 weeks after 12 (14) years' service and 6 weeks (new) after 30 years.

lth and fare: Life Insurance and A.D. & D. - Effective April 1, 1984, \$10,000 (\$7,500) coverage for employee with less than 5 years' service and \$15,000 (\$12,500) for employee with 5 or more years' service.

sion Plan: Basic Benefit - \$10.25 (\$9.50) per month per year of service. Effective April 1, 1984, \$11.

adian General Electric Company Ltd. at Cobourg, Oakville and Toronto, Ont., and Montreal, St. Andre and St. Augustine, Que. and the Montreal Armature Company Ltd at Montreal, Que. - Various Locals, Electrical Workers (IUE) (CLC) (hourly-rated and salaried employees): Two 24-month renewal agreements effective from March 5, 1983 to March 4, 1985, covering 775 Ontario employees, settled with mediation assistance. Duration of negotiations - 5 months.

Effective	<u>Mar. 5/83</u>	<u>Sept. 5/83</u>	<u>Mar. 5/84</u>
Increases:			
Hourly	31¢-52¢	10¢	15¢-29¢
Salaried	\$12.40-\$20.80	\$4.00	\$6.00-\$11.60

COLA Fold-in:	
Hourly	75¢
Salaried	\$30.00

#### Oakville

Assembler (Light, repetitive)	\$9.77 (\$8.68)	\$9.87	\$10.04 1.7
Labourer	\$9.94 (\$8.85)	\$10.04	\$10.21
Tool & Die Maker Grade 1	\$12.90 (\$11.63)	\$13.00	\$13.29

Previous rates reflect 80¢ COLA fold-in.

Cost of Living Allowance: Effective in 1983, 1¢ per 0.32 point rise in the Consumer Price Index - 1971=100, between August and November. Folded into wages March 5, 1984.

Effective in 1984, 3 quarterly adjustments starting February to May. (Basic formula is unchanged.)

Shift Premium: Effective April 7, 1983, 0-43¢-63¢ (0-35¢-50¢).

Health and Welfare: A.D. & D. - Effective April 7, 1983, benefits are payable if death or loss of sight or limb occurs within 1 year (90 days) of injury. Benefits continue for employee on lay-off between age 55 and 60, with 10 years' service (new).

Weekly Indemnity - Effective April 7, 1983, benefits are payable for a totally disabled employee from the first day if a surgical procedure is performed while registered as an out-patient in an approved hospital.

Major Medical - Effective January 1, 1983, maximum paramedic claim of \$175 (\$140) per year and maximum claim for hearing aid of \$350 (\$300) every 2 (3) years.

Drug Plan - Benefits are available to retirees and their spouses (new).

Dental Plan - Effective January 1, 1983, maximum benefit is \$750 (\$500) per member per year. Effective April 7, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective January 1, 1984, the 1982 ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1983, benefits range from \$10.40-\$16.80 (\$9.60-\$16.00) per month per year of service. Effective January 1, 1984, \$11.20-\$17.60.

Effective January 1, 1983, Long Term Disability benefit recipients who recover and return to work for 6 months without a recurrence receive credited service for the period of time on LTD that pension benefits accrued, provided at the time of recovery pension benefits were being accrued.

Early Retirement - Effective January 1, 1983, employee may retire at age 60 (62) with an unreduced pension. Also applies to disability pension and pre-retirement spouse pension.

50% Survivorship Option Reinstatement Factor - Effective January 1, 1983, 100% reinstatement if spouse dies within 1 year of retirement, 80% within 2 years, 60% within 3 years, 40% within 4 years and 20% within 5 years.

Retraining Allowance: Effective April 7, 1983, up to a maximum of \$1,000. (Previously, \$750 for employee who is laid off due to lack of work. New for employee who is terminated due to plant closing).

Layoff Benefits: Effective April 7, 1983, \$231 (\$175) per week.

Severance Pay: 1 1/2 (1) weeks' pay per year of service at age 55 with 20 years' service.

Canadian General Electric Company Ltd. at Peterborough - Local 599, Electrical Workers (IUE) (CLC) (salaried employees): A 24-month renewal agreement effective from March 5, 1983 to March 4, 1985 covering 450 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 11/83</u>	<u>Sept. 5/83</u>	<u>Mar. 5/84</u>
	General Increases	\$11.20-\$23.20	\$4.00	\$5.20-\$13.20
	COLA Fold-in	\$30.00		
	<u>Weekly Rates</u>			
	Clerk Typist	\$378.11 (\$335.71)	\$382.11	\$388.11
	Senior Engineering Assistant I	\$564.81 (\$511.61)	\$568.81	\$582.01

Previous rates reflect \$32 COLA fold-in.

Cost of Living Allowance: Effective in 1983, 1¢ per 0.32 point rise in the Consumer Price Index - 1971=100, between August and November. Folded into wages March 5, 1984.

Effective in 1984, 3 quarterly adjustments starting February to May. (Basic formula is unchanged.)

Shift Premium: 0-4%-6% (0-35¢-50¢).

For changes in Welfare and Pension Benefits, refer to the master settlement reported above.

Smith & Stone Inc. at Georgetown - Local 1421, Auto Workers (CLC): A 36-month renewal agreement effective from February 28, 1983 to February 27, 1986, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 28/83</u>	<u>Feb. 28/84</u>	<u>Feb. 28/85</u>
	Increases:			
	Incentive Worker	15¢	15¢	15¢
	Day Worker, excluding Set-up	25¢	25¢	20¢
	Set-up	30¢	30¢	25¢
	Skilled Trades	45¢	45¢	35¢
	General Labour	\$6.19 (\$5.94)	\$6.44	\$6.64
	Tool and Die Maker	\$10.46 (\$10.01)	\$10.91	\$11.26

Cost of Living Allowance:	55¢ float continues. 1¢ per 0.40 point change in the Consumer Price Index - 1971=100, using the April 1983 index over the January 1983 index. Adjusted quarterly with minimum guarantees of 10¢ paid every second quarter. Capped at 20¢ (25¢) annually not including the applicable COLA float. (Basic formula is unchanged.)
Shift Premium:	0-17¢-22¢ (0-16¢-21¢). Effective February 28, 1984, 0-18¢-23¢.
Paid Vacation:	3 weeks at 6% after 9 (10) years' service, 3 weeks at 8% after 19 (20) years with option of 4th week and an additional 2 days after 25 years' service at 10%. Effective February 28, 1984, 3 weeks at 6%, after 8 years, 3 weeks at 8% after 18 years.
Health and Welfare:	<u>Life Insurance and A.D. &amp; D.</u> - \$8,000 (\$6,000) coverage. <u>Life Insurance for Retirees</u> - \$2,000 (\$1,500) coverage. <u>Weekly Indemnity</u> - Benefit increases to \$150 (\$125) per week.
Pension Plan:	<u>Basic Benefit</u> - \$7.50 (\$7.00) per month per year of credited service subsequent to May 31, 1970.

#### NON-METALLIC MINERAL PRODUCTS

Ottawa Area Ready Mix Companies - Local 230, Teamsters (Ind.): A 24-month renewal agreement effective from March 1, 1983 to February 28, 1985, covering 200 employees, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/83</u>	<u>Sept. 1/83</u>
	General Increases	55¢	50¢
	Labourer	\$12.13 (\$11.58)	\$12.63
	Mixer Truck Driver	\$12.23 (\$11.68)	\$12.73
	Mechanic Class A	\$12.58 (\$12.03)	\$13.08
	Effective	<u>Mar. 1/84</u>	<u>Sept. 1/84</u>
	General Increases	50¢	50¢
	Labourer	\$13.13	\$13.63
	Mixer Truck Driver	\$13.23	\$13.73
	Mechanic Class A	\$13.58	\$14.08

Overtime Pay: Yardman and Batchers are now eligible for overtime pay for any work performed after 7:30 p.m. on a regular day shift. (Previously, only Ready Mix Drivers were eligible.)

Paid Vacation: 5 weeks at 10% (new) after 25 years' service.

Health and Life Insurance and A.D. & D. - \$20,000 (\$15,000) coverage.  
 Welfare: Weekly Indemnity - Payable on a 1-1-8-36 (1-1-8-26) basis.

Berglas Canada Inc. at Sarnia - Local 914, Energy and Chemical Workers (CLC): A 12-month renewal agreement effective from February 1, 1983 to January 31, 1984, covering 435 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

ages:	Effective	May 1/83
	General Increase	6%
	Grade 11 (Labourer)	\$10.40 (\$9.81)
	Grade 5 (includes Operator)	\$12.79 (\$12.07)
	Grade 3 (includes Electrician 1st)	\$15.32 (\$14.45)

The following benefits are effective May 1, 1983:

Continuous 29¢-57¢-\$1.01 (27¢-54¢-95¢).  
 Shift Premium:

Health and Life Insurance - \$30,500-\$39,500 (\$29,000-\$38,000), according to  
 Welfare: grade level.

Weekly Indemnity - \$285-\$375 (\$270-\$355) per week, according to  
 grade level.

Long Term Disability - Plan provides benefits of 60% of basic  
 monthly salary (unchanged), with a minimum of \$750 (\$700)  
 per month.

## PETROLEUM AND COAL PRODUCTS

Pell Canada Limited (Sarnia Refinery) at Corunna - Local 848, Energy and Chemical  
 Workers (CLC): A 12-month renewal agreement effective from February 1, 1983 to January 31, 1984, covering 215 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

ages:	Effective	Feb. 1/83
	General Increase	6%
	Regular Labour	\$10.70 (\$10.09)
	Journeyman	\$16.10 (\$15.19)
	Senior Process Operator	\$17.41 (\$16.42)

Previous rates reflect an additional 1.5% increase subsequent to signing of previous agreement, for a total increase of 13.5% on February 1, 1982.

Severance Pay: Refinery Closure - 1 week's pay per year of service, integrated and not compounded by any government legislatively proposed benefits (new).

#### CHEMICAL AND CHEMICAL PRODUCTS

Du Pont Canada Inc., at Maitland - Local 28, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from May 1, 1983 to April 30, 1985, covering 538 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	May 1/83	May 1/84
	General Increases	6%	5%
	Labourer	\$10.31 (\$9.73)	\$10.83
	Operator	\$13.15 (\$12.41)	\$13.81
	Electrician 1st Class	\$13.42 (\$12.66)	\$14.09
Shift Premium:	0-35¢-48¢ (0-31¢-44¢). Effective May 1, 1984, 0-38¢-52¢.		
12-Hour Night Shift Premium:	55¢ (50¢) per hour. Effective May 1, 1984, 60¢.		
Lead Hand and Instructor Premium:	62¢ (55¢) per hour.		
Sunday Premium:	\$1.40 (\$1.30) per hour.		
T.E.L. Shower Premium:	30¢ (27¢) per hour when assigned to T.E.L. continuous shift operations and required to shower.		
Meal Allowance:	\$4.50 (\$3.50).		
Safety Shoe Allowance:	\$55 (\$50) for the first pair and \$27.50 (\$25) for all subsequent pairs per calendar year.		

#### MINES

Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Division, Goderich Mine - Local 16, Energy and Chemical Workers (CLC): A 12-month renewal agreement effective from April 1, 1983 to March 31, 1984, covering 253 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

ages:	Effective	<u>Apr. 1/83</u>
	General Increase	72¢
	Labourer	\$12.27 (\$11.55)
	Maintenance - Group I	\$14.19 (\$13.47)

Shift Premium: 0-32¢-44¢ (0-32¢-43¢).

Saturday Premium: 50¢ (45¢) per hour.

Health and  
Welfare: Life Insurance - \$14,500 (\$14,000) coverage.

A.D. & D. - \$6,000 (\$5,000) coverage.

Long Term Disability - Maximum benefit increases to \$1,300 (\$1,000) per month for 2 (1) years.

Major Medical - Employer pays 60% (50%) of premium costs.

Dental Plan - Employer pays 100% of premium costs for Module III plan (new) with 50%/50% co-insurance.

Meal Allowance: \$4.50 (\$4).

Safety Shoe  
Allowance: \$35 (\$30) per year.

## TRANSPORTATION

Canadian Pacific Air Lines Limited, system-wide - Railway Clerks (AFL-CIO/CLC)  
(agents, dispatchers, assistant dispatchers, ground hostesses and  
teletypists): A 24-month renewal agreement effective from  
October 31, 1982 to October 30, 1984, covering 365 Ontario  
employees, settled at the bargaining stage. Duration of  
negotiations - 5 months.

ages:	Effective	<u>Oct. 31/82</u>	<u>Oct. 31/83</u>
	Increases	6%	6% for Dispatcher and Assistant Dispatcher; 5% for all others
	Additional Adjustment	1%-2% approx. for Dispatcher	
	<u>Monthly Rates</u>		
	Teletypist	\$1,211.80-\$1,978.10 (\$1,143.21-\$1,866.13)	\$1,272.39-\$2,077.01
	Agent	\$1,225.04-\$2,173.31 (\$1,155.70-\$2,050.29)	\$1,286.29-\$2,281.98
	Dispatcher	\$2,546.26-\$3,545.35* (\$2,265.11-\$3,061.32)	\$2,699.04-\$3,758.07*

\* NOTE: Dispatcher wage rates are increased further to reflect payment on the basis of a 40 (37 1/2) hour work week.

Probationary period is 6 months consisting of a minimum of 120 days of work. Maximum rates are reached after seven 26-week increases for Teletypist, after eight 26-week increases for Agent, and after eight annual increases for Dispatcher.

Shift Premium: Effective May 2, 1983, 0-38¢-45¢ (0-36¢-43¢).

Bereavement Leave: 3 (2) days' paid leave in the event of the death of a member of an employee's family, including grandchildren (new). The 1 additional day when required for travel in excess of 160 kilometers one-way is deleted.

Health and Welfare: Dental Plan - Effective July 1, 1983, orthodontic coverage is added, with 50% reimbursement of cost to a lifetime maximum benefit of \$1,250 per employee and per listed beneficiary.

Maislin Industries Limited (Freight and Maintenance agreements)\*, province-wide - Locals 91, 141, 879 and 938 Teamsters (Ind.): Two 36-month renewal agreement effective from October 1, 1982 to September 30, 1985, covering 326 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

\* Previously represented by the Motor Transport Industrial Relations Bureau of Ontario Inc. (General Freight and General Maintenance Divisions).

Wages:	Effective	Apr. 18/83	Oct. 1/83
	General Increases	30¢	30¢
	<u>Freight</u>		
	Dockman	\$10.54-\$10.59 (\$10.24-\$10.29)	\$10.84-\$10.89
	Driver	\$10.64-\$10.69 (\$10.34-\$10.39)	\$10.94-\$10.99 5.3
	<u>Maintenance</u>		
	Unskilled Classification	\$10.81-\$10.84 (\$10.51-\$10.54)	\$11.11-\$11.14 5.7
	Skilled Classification No. 1	\$11.76-\$11.86 (\$11.46-\$11.56)	\$12.06-\$12.16
	Effective	Apr. 1/84	Oct. 1/84**
	General Increases	30¢	\$1.85
	Skilled Trades Adjustment		25¢ for Skilled Classification No. 1

	<u>Apr. 1/84</u>	<u>Oct. 1/84**</u>
<u>Freight</u>		
Dockman	\$11.14-\$11.19	\$12.99-\$13.04
Driver	\$11.24-\$11.29 <sup>2.4</sup>	<sup>16.4</sup> \$13.09-\$13.14
<u>Maintenance</u>		
Unskilled Classification	\$11.41-\$11.44 <sup>2.4</sup>	<sup>16.2</sup> \$13.26-\$13.29
Skilled Classification No. 1	\$12.36-\$12.46	\$14.46-\$14.56

Probationary period is 60 calendar days for Unskilled Classification and 30 calendar days for all others.

Maximum rates for Skilled Classification No. 1 are reached after 30 days' employment, and for all others, after 60 days.

Mileage Rates - Drivers on highway operations: Effective April 18, 1983, 24.64¢-25.04¢ (24.04¢-24.44¢) per mile, depending on number of axles. Effective October 1, 1983, 25.24¢-25.64¢. Effective April 1, 1984, 25.84¢-26.24¢. Effective October 1, 1984,\*\* 29.54¢-29.94¢. Additional premium for double and triple hook-ups apply.

\*\* Wage and mileage rates reported for the final year of the contract are equal to the Motor Transport Industrial Relations Bureau of Ontario (Inc.) (General Freight and Maintenance Divisions), October 1, 1984 rates.

Cost of Living  
Allowance:

10¢ per hour worked and 0.25¢ per mile driven per 1% increase in the Consumer Price Index - 1971=100, above the September base in each year of the agreement. Triggers at 5% annually. Adjusted and paid monthly as a lump sum. Total payments made during the first and second year divided by 12 will be folded into the base rates October 1, 1983 and October 1, 1984. (Previous formula similar, except no scheduled fold-ins. Generated 57¢ in the first year, 75¢ in the second year and 53¢ in the third year).

Drivers' Overtime  
Premium:

Effective April 18, 1983, \$5.83 (\$5.68) per hour for highway drivers. Effective October 1, 1983, \$5.98. Effective April 1, 1984, \$6.13. Effective October 1, 1984, \$7.06.

Health and  
Welfare:

Employer Contribution - Effective January 1, 1983, \$117 (\$102) per month per employee to fund.

Pension Plan:

Employer Contribution - Effective November 1, 1982, \$205 (\$185) per month per employee to fund.

Toronto Area Transit Operating Authority (GO Transit) - Local 1587, Transit Union (AFL-CIO/CLC): A 12-month agreement effective from April 1, 1983 to March 31, 1984, covering 335 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Apr. 1/83</u>
	General Increase	5%
	Ticket Collector	\$7.06-\$8.35 (\$6.72-\$7.95)
	Maintenance Electrician	\$11.77-\$14.11 (\$11.21-\$13.44)

Probationary period is 1 year. Maximum rates are reached after two 6-month increases.

#### ELECTRIC POWER, GAS AND WATER UTILITIES

Windsor Utilities Commission - Local 636, Electrical Workers (IBEW) (AFL-CIO/CFL): A 12-month agreement effective from April 1, 1983 to March 31, 1984, covering 200 employees, revised subject to the Inflation Restraint Act, 1982. Previous agreement was effective from April 1, 1982 to March 31, 1984.

Wages:	Effective	<u>Apr. 1/83</u>
	General Increase	5%
	Labourer	\$11.49 (\$10.94)
	Lineman	\$14.65 (\$13.95)
	Service Installation and Repair	\$15.06 (\$14.34)

Cost of Living Provision: Inoperative. (Previous provision provided that, effective in 1983, 1% per full 1% increase in the Consumer Price Index - 1971=100, using March 1983 as the base index month. Triggers at 8.5% and adjusted quarterly.)

For details of previous agreement, see page 195 of the April 1982, Report.

The Consumers' Gas Company at Toronto and other central and southeastern Ontario centres - Local 513, Energy and Chemical Workers\* (CLC) (office, clerical, sales and laboratory employees): A 24-month renewal agreement effective from February 1, 1983 to January 31, 1985 covering 779 employees, settled with mediation assistance. Duration of negotiations - 3 months.

\*Previously, the National Union of Independent Gas Workers.

ges:	Effective	<u>Feb. 1/83</u>	<u>Feb. 1/84</u>
	Increases	5% on start rates rounded to the nearest 50¢	6.5% on start rates rounded to the nearest 50¢
	<u>Weekly Rates</u>		
	Range 2 (includes Filing Clerk)	\$246.00-\$255.50 (\$234.50-\$244.00)	\$262.00-\$271.50
	Range 10 (includes Senior Clerk)	\$454.00-\$467.50 (\$432.50-\$446.00)	\$483.50-\$497.00

Previous rates reflect an unscheduled adjustment retroactive to February 1, 1982. 3% rounded to the nearest 50¢ was applied on start rates and the fixed wage differential was maintained between steps.

Probationary period is 6 months. Maximum rates are reached after 4 increases at 6-month intervals, based on fixed wage differentials.

ift Premium: \$20 (\$12.50) per week for scheduled shifts worked between 12:00 noon and 8 a.m. daily in any one week.

vertime Pay: Double time after 45 hours per week. (Previously, time and one-half for all hours worked after 40 hours).

id Vacation: 3 weeks after 3 (5) years' service and 6 weeks (new) after 30 years.

Health and  
lfare: Life Insurance - \$25,000 (\$13,000) coverage.

Mal Allowance: \$5 (\$4). Effective February 1, 1984, \$6.

#### RTAIL TRADE

Valdi Inc. (Valdi Discount Foods), formerly Steinberg Inc. (Valdi Discount Foods), province-wide - Local 175, Food and Commercial Workers (AFL-CIO/CLC) (part-time employees): A 30-month renewal agreement effective from January 1, 1983 to June 30, 1985, covering 800 employees, settled with mediation assistance. Duration of negotiations - 5 months.

ges:	Effective	<u>Jan. 1/83</u>	<u>July 1/83</u>	<u>Jan. 1/84</u>
	Increases (Top Rates)	50¢	30¢	25¢
	<u>Maximum Hourly Rate</u>			
	After 36 months	\$5.75 (\$5.25)	\$6.05	\$6.30 20.0

	Effective	July 1/84	Jan. 1/85	June 1/85
	Increases (Top Rates)	30¢	40¢	50¢
	<u>Maximum Hourly Rate</u>			
	After 36 months	\$6.60	\$7.00	\$7.50
	<u>Start Rates</u> - Effective January 1, 1983, \$3.80 (\$3.75) for new hires after December 31, 1982. Effective January 1, 1984, \$3.85. Effective January 1, 1985, \$3.90.			
Hours of Work:	<u>Minimum Scheduled Hours</u> - Effective upon signing, 15 (12) hours per week after 1 year's service, 18 (15) hours per week after 3 years' service and 22 hours (new) per week after 5 years.			
Overtime Pay:	Time and one-half after 28 hours per week (new).			
Paid Vacation:	Effective May 1, 1983, 3 weeks (new) after 5 years' service.			
Christmas Bonus (new):	Effective December 1, 1983, \$10 after 6 months' service, \$20 after 1 year and \$30 after 3 years.			
Bereavement Leave:	Effective April 20, 1983, 3 (1) days' paid leave.			
Sick Leave (new):	Effective May 1, 1983, 6 non cumulative 4-hour days per year for employee with 1 year's service, if absent from work due to illness that requires hospitalization.			
Health and Welfare:	<u>Employer Contribution</u> - Effective upon signing, 3¢ per regular hour worked to a jointly administered plan (new). Effective January 1, 1984, 4¢. Effective July 1, 1984, 6¢.			
	<u>Dental Plan</u> - Effective January 1, 1984, employer contributes 8¢ (7¢) per regular hour worked.			

Consumers Distributing Company Limited at Mississauga and other southern Ontario centres - Local 419, Teamsters (Ind.): A 24-month renewal agreement effective from March 1, 1983 to February 28, 1985, covering 264 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 1/83	Mar. 1/84
	General Increases	\$1.00	\$1.00
	General Labour	\$10.25 (\$9.25)	\$11.25
	Maintenance - Qualified	\$13.20 (\$12.20)	\$14.20
	<u>Start Rates</u> - \$1 less for new employees until completion of a 3-month probationary period.		

Mileage Rates - 16.82¢ per kilometer (24.7¢ per mile) for high way drivers. Effective March 1, 1984, 18.42¢ per kilometer.

## EDUCATION AND RELATED SERVICES

### Brant County Board of Education - Ontario Secondary School Teachers' Federation

(Ind.): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 392 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/82	Sept. 1/83
	General Increases	9%	5%
	Teacher-Category 1 0-10 years	\$17,926-\$30,567 (\$16,446-\$28,043)	\$18,822-\$32,095
	Teacher-Category 4 0-11 years	\$21,305-\$38,750 (\$19,546-\$35,550)	\$22,370-\$40,688
	Vice Principal 0-3 years	\$43,627-\$47,198 (\$40,025-\$43,301)	\$45,808-\$49,558
	Principal 0-3 years	\$49,179-\$53,299 (\$45,118-\$48,898)	\$51,638-\$55,964
Responsibility	Curriculum Coordinator	\$3,883 (\$3,562)	\$4,077
Allowances:	Curriculum Assistant, Director and/or Major Head	\$3,004 (\$2,756)	\$3,154
	Assistant Head	\$1,503 (\$1,379)	\$1,578
	Minor Head	\$2,176 (\$1,996)	\$2,285

### Halton Board of Education - Federation of Women Teachers' Associations of Ontario and

Ontario Public School Teachers' Federation (Ind.): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 1,320 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/82	Sept. 1/83
	General Increases	9%	5%
	Teacher-Category D 0-5 years	\$14,039-\$20,168 (\$12,880-\$18,503)	\$14,741-\$21,176
	Teacher-Category A1 0-9 years	\$19,610-\$32,038 (\$17,991-\$29,393)	\$20,591-\$33,640
	Teacher-Category A4 0-12 years	\$23,884-\$40,727 (\$21,912-\$37,364)	\$25,078-\$42,763
	Vice Principal 0-3 years	\$39,541-\$42,804 (\$36,276-\$39,270)	\$41,518-\$44,944

		<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	<u>Principal</u>		
	"B" School 0-3 (2) years	\$43,529-\$47,761 (\$39,935-\$42,759)	\$45,705-\$50,149
	"A" School 0-4 years	\$43,529-\$49,685 (\$39,935-\$45,583)	\$45,705-\$52,169
Responsibility	Principal's Assistant	\$1,499 (\$1,375)	\$1,574
Allowances:	Consultant	\$3,270 (\$3,000)	\$3,434

Hastings County Board of Education - Local 1022, Canadian Union of Public Employees (CLC) (custodial and maintenance employees, bus and truck drivers): A 12-month agreement effective from April 19, 1983 to April 18, 1984, covering 200 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from April 19, 1982 to April 18, 1984.

Wages:	Effective	<u>Apr. 19/83</u>
	Increase	5%, with a minimum of \$1,000 per year*
	Custodian	\$8.45-\$9.03 (\$7.97-\$8.55)
	Maintenance "A"	\$9.86-\$10.16 (\$9.38-\$9.68)

Maximum rate for Maintenance "A" is reached upon completion of the 3 month probationary period, and for Custodian after one 3-month and 2 annual increases.

\*The original agreement called for a wage increase of 70¢-77¢ per hour effective April 19, 1983 plus 13¢-20¢ per hour effective January 19, 1984.

Ottawa Board of Education - Local 1400, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 12-month agreement effective from April 1, 1983 to March 31, 1984, covering 450 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Apr. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year

Annual Rates

Switchboard Operator/ Receptionist	\$12,619-\$15,331 (\$11,619-\$14,331)
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Apr. 1/83

Head Secretary	\$17,294-\$19,897 (\$16,294-\$18,897)
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Programmer Analyst	\$25,409-\$30,024 (\$24,199-\$28,594)
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Probationary period is 3 months. Maximum rates are reached after 3 annual increases.

Ottawa Board of Education - Employees Union (Ind.) (maintenance and service employees and stationary engineers): A 12-month agreement effective from March 16, 1983 to March 15, 1984, covering 800 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages: Effective Mar. 16/83

Increase	5%, with a minimum of \$1,000 per year
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## Part-Time Employees

Kitchen Assistant	\$5.76
	(\$5.26)

Caretaker	\$6.98-\$7.40 (\$6.48-\$6.90)
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### Full-Time Employees

Chief Custodian	\$9.20
Category 5	(\$8.72)

Electrician	\$11.66
Maintenance Category 1	(\$11.10)

Probationary period is 45 days worked. Maximum rate for Caretaker is reached after 45 days.

York Region Board of Education - Local 1734, Canadian Union of Public Employees (CLC)  
(office, clerical and technical employees): A 12-month agreement  
effective from January 1, 1983 to December 31, 1983, covering 300  
employees, revised subject to the provisions of the Inflation  
Restraint Act, 1982.

Wages: Effective Jan. 1/83

Increase 5%, with a minimum of \$750 per year\*

Clerical Level 1 \$6.36-\$7.75  
(\$5.95-\$7.34)

Jan. 1/83

Buyer	\$9.64-\$13.82 (\$9.18-\$13.16)
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Probationary period is 90 working days. Maximum rates are reached with annual increments.

Lump Sum Payment*:	Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment.
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York Region Board of Education - Local 1196, Canadian Union of Public Employees (CLC) (service and maintenance employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 324 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$750 per year*
	Matron	\$6.76-\$7.26 (\$6.40-\$6.90)
	Caretaker No. 1	\$8.68-\$9.21 (\$8.27-\$8.77)
	General Maintenance Man No. 2	\$10.74-\$11.25 (\$10.23-\$10.71)

Previous rates reflect a 40¢ unscheduled adjustment effective July 1, 1982.

Probationary period is 90 working days. Maximum rates are reached after two 6-month increases.

Lump Sum Payment*:	Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment.
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University of Guelph - Local 1334, Canadian Union of Public Employees (CLC) (trades, services and maintenance employees): A 12-month agreement effective from May 1, 1983 to April 30, 1984, covering 391 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>May 1/83</u>
	Increase	5%, with a minimum of \$750 per year
	Building Custodian 1	\$7.91 (\$7.53)

May 1/83

Fire Prevention Officer . \$9.70-\$11.20  
(\$9.24-\$10.67)

Electrician \$11.94  
(\$11.37)

Probationary period is 3 months. Maximum rate for Fire Prevention Officer is reached after 3 years, if merited.

North York Public Library Board - Local 771, Canadian Union of Public Employees (CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 429 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Pages: Effective Jan. 1/83  
Increase 5%, with a minimum of \$1,000 per year

Annual Rates

Group 1 (includes Clerk Typist) \$16,290.88-\$18,049.38  
(\$15,290.88-\$17,049.38)

Group 18 (includes Systems Librarian) \$32,118.93-\$37,017.81  
(\$30,589.46-\$35,255.06)

Probationary period is 3 months. Annual increments are based on satisfactory performance. Maximum rates can be reached after 3 or 4 years depending on classification.

HEALTH AND WELFARE SERVICES

Stobicoke General Hospital at Rexdale - Ontario Nurses' Association (Ind.) (full-time and part-time registered nurses): Two 24-month agreements effective from October 1, 1982 to September 30, 1984, covering 475 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Pages: Effective Oct. 1/82 Oct. 1/83  
General Increases 9% 5%

Full-time  
(monthly rates)

Registered Staff Nurse 0-7 years \$2,071.00-\$2,359.85  
(\$1,900.00-\$2,165.00) \$2,174.55-\$2,477.84

Part-time\*  
(hourly rates)

Regular Nurse 0-7 years \$12.74-\$14.52  
(\$11.69-\$13.32) \$13.38-\$15.25

\*Rates exclude 14% in lieu of fringe benefits.

Probationary period is 60 tours worked for all employees except for regular part-time nurses who may reach seniority in 6 calendar months, whichever occurs first.

Windsor Western Hospital Centre Inc. (I.O.D.E. and Riverview Units), St. Joseph Religious Hospitalers of Hotel Dieu, the Salvation Army Grace Hospital and the Metropolitan General Hospital at Windsor - Local 210, Service Employees International (AFL-CIO/CLC): Five 12-month agreements effective from April 1, 1983 to March 31, 1984, covering 1,092 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreements were effective from April 1, 1982 to March 31, 1984.

Wages:	Effective	<u>Apr. 1/83</u>
	General Increase	5%
	<u>Windsor Western Hospital (I.O.D.E. Unit)</u>	
	Housekeeping Maid	\$8.298-\$8.589 (\$7.903-\$8.180)
	Orderly	\$9.132-\$9.603 (\$8.697-\$9.146)
	Carpenter-Painter (Maintenance Man)	\$9.545-\$10.107 (\$9.091-\$9.626)

Probationary period is 60 calendar days. Maximum rates are reached after two 6-month increases.

For details of previous agreements, see pages 265-267 of the May, 1982 Report.

Bestview Holdings and Bestview Services at various Ontario cities - Christian Labour Association (Ind.): A 12-month agreement effective from April 1, 1983 to March 31, 1984, covering 350 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Apr. 1/83</u>
	Increase	5%, with a minimum of \$750 per year
	Housekeeping Aide	\$7.23-\$7.98 (\$6.85-\$7.60)
	R.N.A.	\$7.98-\$8.77 (\$7.60-\$8.35)
	Cook	\$8.09-\$8.82 (\$7.70-\$8.40)

Probationary period is 450 hours worked for full-time employees and 375 hours worked for part-time employees. Maximum rates are reached after three annual increases.

Extendicare Ltd. and 7 other companies representing a total of 33 nursing care homes in Ontario - Various Locals, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): Several 12-month agreements effective from April 1, 1983 to March 31, 1984, covering 2,540 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Apr. 1/83</u>
	Increase	5%, with a minimum of \$750 per year

Extendicare Ltd.

Housekeeping Aide	\$7.785-\$8.30 (\$7.40-\$7.90)
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R.N.A.	\$8.56-\$9.08 (\$8.15-\$8.65)
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Maintenance	\$9.66-\$10.19 (\$9.20-\$9.70)
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Start Rates - 20¢ less for new employees until completion of a 50-day probationary period for permanent part-time and full-time employees, and 375 hours for casual part-time employees.

Maximum rates are reached after 3,900 paid hours for permanent part-time and full-time employees, and 3,600 paid hours for casual part-time employees.

Hamilton-Wentworth Regional Municipality (Macassa Lodge) - Local 167, Canadian Union of Public Employees (CLC): A 12-month agreement effective from February 1, 1983 to January 31, 1984, covering 200 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Feb. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year
	Maid	\$7.543-\$8.053 (\$6.994-\$7.504)
	R.N.A.	\$8.849-\$9.307 (\$8.300-\$8.758)
	Occupational Therapist	\$11.343-\$13.779 (\$10.794-\$13.123)

Probationary period is 60 working days. Maximum rates for Maid and R.N.A. are reached after 2 annual increases and for Occupational Therapist after 4 annual increases.

#### AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club (Mutuel Department, Thoroughbred, Race Operations), province-wide  
- Local 528, Service Employees International (AFL-CIO/CLC): A  
12-month renewal agreement effective from January 1, 1983 to December 31, 1983, covering 300 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 29/83</u>
	Increase	\$4 per day for Seniority employees; \$1.25 for Non-Seniority employees
	Inequity Adjustment	An additional \$6.79 per day for Seniority Starting Gate Crew rate to equal Terminal Operator wage rate

#### Toronto - Daily Rates

Messenger Bettor	\$52.92 (\$48.92)
Terminal Operator	\$72.50 (\$68.50)

Lump Sum Payment: \$4 for Seniority and \$1.25 for Non-Seniority employee times each full day worked from March 21, 1983 to April 29, 1983 in lieu of retroactivity plus \$2 for Seniority and 62.5¢ for Non-Seniority employees times each day worked on which not more than 4 races with pari-mutuel betting were conducted. In addition, the sum of \$50 for each seniority employee.

Health and Welfare (Seniority Employee): OHIP - Employer pays 100% of premium costs in effect as of January 1, 1983 (1982).

Weekly Indemnity - 66 2/3% of basic weekly wage rate, for a maximum of 26 weeks, with a minimum of \$250 per week for employee earning \$72.50 or more per day. (Previously, maximum benefit of \$250 per week.)

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Mileage Allowance: 27¢ (25¢) per mile when employed at Fort Erie Race Track, and at the request of the employer, travels to Toronto for morning schooling.

Travel Allowance (new): \$15 for travelling expenses when an employee is required to work at the non-operating track in the morning and to report to the operating track for a racing program in the afternoon of the same day. \$15 for an employee who works the night racing program at Greenwood and who has already worked his scheduled morning shift on that day for schooling.

## FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Association of Foreign Service Officers (Ind.): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from April 1, 1983 to March 31, 1985, covering 574 Ontario employees.

Wages:	Effective	<u>Apr. 1/83</u>	<u>Apr. 1/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	FS-1	\$25,038-\$34,528 (\$23,621-\$32,574)	\$26,290-\$36,254
	FS-3	\$47,434-\$63,097* (\$44,749-\$59,525)	\$49,806-\$66,252*

\*Section 6 (5) of the PSCRA specifies that those employees whose maximum salary range as of June 29, 1982, equals or exceeds \$49,500 are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Professional Institute (Ind.) (physical sciences group): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from April 29, 1983 to April 28, 1985, covering 430 Ontario employees.

Wages:	Effective	<u>Apr. 29/83</u>	<u>Apr. 29/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	PC-1	\$14,575-\$33,342 (\$13,750-\$31,455)	\$15,304-\$35,009
	PC-5	\$51,441-\$58,773* (\$48,529-\$55,446)	\$54,013-\$61,712*

\* Section 6 (5) of the PSCRA specifies that those employees whose maximum salary range as of June 29, 1982, equals or exceeds \$49,500 are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

National Defence, Communications Security Establishment at Ottawa - Public Service Alliance (CLC) (administrative services, communications officers and computer systems administration groups of the Administrative and Foreign Service Category): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from April 3, 1983 to April 2, 1985, covering 325 Ontario employees.

Wages:	Effective	<u>Apr. 3/83</u>	<u>Apr. 3/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	CS-Level 1	\$17,324-\$29,375 (\$16,343-\$27,712)	\$18,190-\$30,844
	CO-Level 7	\$47,353-\$52,198* (\$44,673-\$49,243)	\$49,721-\$54,808*

\*Section 6(5) of the PSCRA specifies that those employees whose maximum salary range as of June 29, 1982, equals or exceeds \$49,500 are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

#### LOCAL ADMINISTRATION

Hamilton City Corporation - Local 167, Canadian Union of Public Employees (CLC) (inside employees): A 12-month agreement effective from February 1, 1983 to January 31, 1984, covering 403 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Feb. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year

Feb. 1/83

Weekly Rates

Clerk Typist III	\$260.14-\$279.65 (\$240.96-\$260.47)
Draftsman I	\$420.69-\$503.81 (\$400.66-\$479.82)
Systems Analyst	\$671.11-\$799.40 (\$639.15-\$761.33)

Probationary period is 60 working days. Annual increases are granted on merit. Maximum rate for Clerk Typist III may be reached after 2 annual increases, and for Draftsman I and Systems Analyst, after 4 annual increases.

Hamilton City Corporation - Local 5, Canadian Union of Public Employees (CLC)  
(outside employees): A 12-month agreement effective from January 16, 1983 to January 15, 1984, covering 501 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 16/83</u>
	Increase	5%, with a minimum of \$1,000 per year
	Labourer	\$9.78 (\$9.30)
	Truck Driver	\$9.89 (\$9.41)
	Motor Mechanic	\$11.42 (\$10.88)

Hamilton-Wentworth Regional Municipality - Local 167, Canadian Union of Public Employees (CLC) (inside employees): A 12-month agreement effective from February 1, 1983 to January 31, 1984, covering 350 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Feb. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year

Weekly Rates

Clerk Typist III	\$260.19-\$279.70 (\$240.96-\$260.47)
Draftsman I	\$420.69-\$503.81 (\$400.66-\$479.82)

Feb. 1/83

Systems Analyst	\$671.11-\$799.40 (\$639.15-\$761.33)
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Probationary period is 60 working days. Maximum rates for Clerk Typist III are reached after 2 annual increases and for Draftsman I and Systems Analyst after 4 annual increases.

Hamilton-Wentworth Regional Municipality - Local 5, Canadian Union of Public Employees (CLC) (outside employees): A 12-month agreement effective from January 16, 1983 to January 15, 1984, covering 200 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 16/83</u>
	Increase	5%, with a minimum of \$1,000 per year
	Labourer	\$9.78 (\$9.30)
	Truck Driver	\$9.89 (\$9.41)
	Motor Mechanic	\$11.42 (\$10.88)

London City Board of Commissioners of Police - Police Association (Ind.): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 330 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$750 per year
	<u>Annual Rates</u>	
	Cadet 0-2 years	\$13,327-\$15,685 (\$12,577-\$14,935)
	Constable 1st Class	\$31,290 (\$29,800)
	Superintendent 1st Class	\$47,476 (\$45,215)

Oshawa City Corporation, Public Works Department (Maintenance and Traffic Engineering Divisions) and Community Services Department (Parks and Property and the Civic Auditorium and Arenas Divisions) - Local 250, Canadian Union of Public Employees (CLC): A 12-month agreement effective from April 1, 1983 to March 31, 1984, covering 219 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Apr. 1/83</u>
	General Increase	5%*
	Labourer, Caretaker	\$10.61-\$10.90 (\$10.10-\$10.38)
	Grade 2 Mechanic	\$13.73 (\$13.08)

Probationary period is 6 months. Maximum rate for Labourer, Caretaker is reached after 1,040 normal hours of work.

Cost of Living Provision: Inoperative. (Previously, 0.1% per 0.1% increase in the Consumer Price Index - 1971=100, using February 1983 base index month, compared to February, 1982 index. Triggered at 10%. Folded into wages the start of the pay period following the release of the index for February, 1983. Formula did not trigger.)

Lump Sum Payment\*: Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment.

Waterloo Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 442 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Constable Third Class	\$25,053 (\$23,860)
	Constable First Class	\$31,321 (\$29,830)
	Staff Sergeant	\$37,396 (\$35,615)

ADDENDUM

August 1982 Settlement

TRANSPORTATION

Air Canada, system-wide - Air Line Pilots (Ind.): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement covering 777 Ontario employees, effective from December 1, 1980 to March 1, 1983, is amended and extended from August 31, 1982 to August 30, 1984 as revised in August, 1982.

Wages:	Effective	<u>Aug. 31/82</u>	<u>Aug. 31/83</u>
	General Increases (PSCRA)	6%	5%*
	<u>Hourly Base Pay</u>		
	Second Officer (10th year)	\$17.81 (\$16.80)	
	First Officer and Captain (12th year)	\$19.64 (\$18.53)	
	<u>Hourly Flying Pay</u>		
		<u>Equipment</u>	<u>Day</u> <u>Night</u>
	Captain	DC-9	\$40.2621      \$52.8726 (\$37.9831) (\$49.8798)
		B-747	\$46.0625      \$60.5102 (\$43.4552) (\$57.0851)
	<u>Mileage Pay</u>	5.0024¢ (4.7192¢)	per mile
	<u>Gross Weight Pay</u>	5.0024¢ (4.7192¢)	per 1,000 pounds of the certified gross weight of the aircraft for each hour flown.

NOTE: First and Second Officers receive, for each hour flown, hourly base pay plus a percentage of Captain's hourly flying pay, mileage and gross weight pay:

First Officer: From 47.2% to 61.2% of Captain's Flying Pay.  
Second Officer: From 36.2% to 43.2% of Captain's Flying Pay.  
Percentages vary with years of service.

\* Provisions in the PSCRA may permit the second year increase of 5% to be changed. Information on second year will be published when available.

Section 6 (5) of the PSCRA specifies that employees whose maximum salary range as of June 29, 1982 equals or exceeds \$49,500, are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

Hours of Work:

Effective January 19, 1983, 71 hours and 15 minutes (75 hours) per month in order to prevent the layoff of 147 pilots. Hours can be reduced even further if surplus is increased or hours may be increased with 3 months' notice.

Allowances:

Overseas Pay - Captain - \$5.6791 (\$5.3576) per hour of flying.  
First Officer - \$3.0975 (\$2.9222)  
Second Officer - \$2.0652 (\$1.9483)

Nav-aid - Captain - \$5.1629 (\$4.8707)  
First Officer - \$2.5814 (\$2.4353)  
Second Officer - \$1.5488 (\$1.4611)

January 1983 Settlement

LOCAL ADMINISTRATION

Windsor City Corporation - Local 543, Canadian Union of Public Employees (CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 570 employees, revised subject to the provisions of the Inflation Restraint Act, 1982, and implemented in January, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$750 per year

Bi-weekly Rates

Junior Clerk VII (includes Clerk-Typist) (33.75 hour week)	\$539.81-\$634.85 (\$510.96-\$604.62)
Senior Clerk 11A (includes Junior Committee Secretary) (33.75 hour week)	\$888.09-\$908.33 (\$845.80-\$865.08)
Supervisory-1AA (includes Senior Analyst Programmer-Finance) (37.50 hour week)	\$1,024.96-\$1,243.04 (\$976.15-\$1,183.85)

Previous rates for Supervisor-1AA reflect a classification adjustment in 1981.

Probationary period is 120 calendar days. Maximum rates for Clerk-Typist are reached after two 6-month and four annual increases, for Junior Committee Secretary after one annual increase and for Senior Analyst Programmer-Finance, after four annual increases.

## February 1983 Settlements

### METAL FABRICATING

Kendan Manufacturing Limited at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from September 25, 1982 to September 24, 1985, covering 236 employees\*, settled at the bargaining stage and ratified in February, 1983. Duration of negotiations - 2 months.

\*Includes 145 employees currently on lay-off.

Wages:	Effective	Feb. 9/83	Sept. 24/83	Sept. 24/84
	COLA Fold-in	\$2.21		
	General Increases		15¢	20¢
	Labourer	\$11.38 (\$9.17)	\$11.53	\$11.73
	Toolmaker	\$13.61 (\$11.40)	\$13.76	\$13.96

Cost of Living Allowance: 1¢ per 0.33 point change in the Consumer Price Index - 1971=100, above the base index figure, 264.8 (190.5). Adjusted quarterly and paid weekly, beginning January, 1983 (1980). Last adjustment paid in July, 1985.

### HEALTH AND WELFARE

Metropolitan Toronto Catholic Children's Aid Society - Local 2190, Canadian Union of Public Employees (CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 222 employees, revised subject to the provisions of the Inflation Restraint Act, 1982, and implemented in February, 1983. Previous agreement was effective from July 1, 1982 to June 30, 1983.

Wages:	Effective	Jan. 1/83
	Increase	5%, with a minimum of \$750 per year
	<u>Annual Rates</u>	
	Child Care Worker I	\$15,665-\$19,665 (\$14,915-\$18,735)

Jan. 1/83

Social Worker VI	\$28,460-\$35,520 (\$27,105-\$33,825)
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One step increase in increment applied to general increase.

Probationary period is 6 months. Maximum rates are reached after 4 annual increases.

Weekend Premium: \$47.25 (\$45) for 1st and 2nd call.

Weeknight Premium: \$47.25 (\$45) for 1st call and \$27 (\$25.50) for 2nd call.

For details of the previous agreement, see page 566 of the September, 1982 Report.

Metropolitan Toronto Children's Aid Society - Local 2316, Canadian Union of Public Employees (CLC): A 12-month agreement effective from January 2, 1983 to January 1, 1984, covering 550 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in February, 1983.

Wages: Effective Jan. 2/83

General Increase	5%*
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Annual Rates

Level 2 (includes Clerk Typist 1)	\$13,472-\$15,758 (\$12,830-\$15,008)
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Level 7 (includes Child Care Worker 2)	\$18,275-\$22,235 (\$17,405-\$21,176)
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Level 12 (includes Social Worker)	\$25,390-\$30,889 (\$24,181-\$29,418)
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\* Employee earning less than \$15,000 per year is entitled to an additional payment following application of the 5% general increase to bring their annual increase up to the \$750 minimum.

Probationary period is 3 consecutive calendar months of active employment for clerical and general service seniority group classifications, up to and including job level 5 in the clerical seniority group and 6 consecutive calendar months of active employment for all other employees. Maximum rate for Clerk Typist is reached after 4 annual increases and for Child Care Worker 2 and Social Worker after 5 annual increases.

# March 1983 Settlements

## TRANSPORTATION

Air Canada, system-wide - District Lodge 148, Machinists (AFL-CIO/CLC): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement covering 2,282 Ontario employees, effective from March 29, 1982 to March 28, 1984, is amended and extended from March 28, 1983 to March 24, 1985, as revised in March, 1983.

Wages:	Effective	<u>Mar. 28/83</u>	<u>Mar. 26/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Weekly Rates</u>		
	<u>Maintenance Branch</u>		
	Janitor I-2	\$372.24-\$407.46 (\$351.17-\$384.40)	\$390.85-\$427.83
	Mechanic I-4	\$528.20-\$611.67 (\$498.30-\$577.05)	\$554.61-\$642.25
	Aircraft Inspector 1	\$707.00 (\$666.98)	\$742.35
	<u>Customer Service Branch</u>		
	Station Attendant I-5	\$365.10-\$481.72 (\$344.43-\$454.45)	\$383.35-\$505.81
	Station Agent II - 2	\$577.10 (\$544.43)	\$605.96
	<u>Purchasing and Supply Branch</u>		
	Stockkeeper I-5	\$365.10-\$481.72 (\$344.43-\$454.45)	\$383.35-\$505.81
	Senior Lead Stockkeeper	\$573.23 (\$540.78)	\$601.89

Cost of Living Provision:

Inoperative. (Previous provision provided for 1% per 1% increase in the Consumer Price Index - 1971=100, using the base period March, 1984 over March, 1983. Triggered at 9%. Capped at 12%. Folded into wages at the end of the agreement.)

For details of the previous agreement see page 420 of the July, 1982 Report.

Canadian Pacific Express, Division of Canadian Pacific Express and Transport Ltd.,  
Atlantic, Eastern and Western Regions - Railway Clerks,  
(AFL-CIO/CLC) (warehousemen, drivers, mechanics, clerks and other  
employees): A 24-month renewal agreement effective from January  
 1, 1983 to December 31, 1984, covering 1,249 Ontario employees,  
 settled at the conciliation officer stage and ratified in March,  
 1983. Duration of negotiations - 6 months.

ages:	Effective	Jan. 1/83	Jan. 1/84
	COLA Fold-in	6.3¢	
	General Increases	6.85%*	5.4%*
	<u>Job Rates</u>		
	Clerk Typist	\$9.237 (\$8.582)	\$9.736
	Warehouseman- Vehicleman (Toronto)	\$10.990 (\$10.222)	\$11.583
	Mechanic	\$12.288 (\$11.437)	\$12.952

\* Applied against the job rate of each classification, obtained after 1 year.

Mileage Rates - COLA fold-in equals .126¢ per mile (i.e. 6.3¢ per hour divided by 50 mph). Effective January 1, 1983, 1.75¢ per mile increase in all basic mileage rates. Effective January 1, 1984, 1.5¢ increase.

Cost of Living  
 Provision:

Deleted. (Previously, 1¢ per 0.3 point increase in the average Consumer Price Index - 1971=100, for 1982 over 1981. Triggered at 10%. Formula generated a total of 13.3¢ of which 7¢ was folded into wages on January 1, 1982 and 6.3¢ on January 1, 1983.)

Paid Vacation:

4 weeks after 10 (11) years' service and 5 weeks after 20 (21) years.

Health and  
 Welfare:

Provincial Health Insurance Premium - Effective January 1, 1984, employer will pay the premium, up to the current rates, for all employees with seniority residing in British Columbia, Alberta and Ontario. Such payments will be made in lieu of the long-standing Medicare Allowance Equalization Program which will be maintained for all other eligible employees.

Life Insurance - Effective May 1, 1982, \$13,000 (\$10,000) coverage.

A.D. & D. (new) - Effective May 1, 1982, double indemnity provision on a "24-hour basis" for accidental death.

Life Insurance for Retirees - Effective for retirements on or after April 1, 1983, \$3,500 (\$3,400) coverage fully paid by employer. Employee must be at least 60 years of age and have at least 10 years' of compensated service (unchanged).

Weekly Indemnity - Effective for claims on or after January 1, 1983, 66 2/3% of base pay up to a maximum of \$300 (\$210) per week for eligible employees. Effective January 1, 1984, 66 2/3% of base pay up to 66 2/3% of UIC weekly maximum insurable earnings for 1984.

Extended Health Care - Effective April 1, 1983, coverage includes semi-private hospitalization and prescription drugs on an 80%/20% co-insurance basis. \$25 family deductible. Employer pays 100% of premium costs.

## RETAIL TRADE

Steinberg Inc. at Ottawa and other centres in Ontario, Hull and Pointe-Gatineau in Quebec - Local 486, Food and Commercial Workers (AFL-CIO/CLC):  
Two 24-month renewal agreements effective from October 1, 1982 to September 30, 1984, covering 1,235 employees, settled at the post conciliation bargaining stage and ratified in March, 1983.  
Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/82</u>	<u>Oct. 3/83</u>	<u>Apr. 2/84</u>
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### General Increases:

Full-time Employees	\$30/week	\$25/week	\$10/week
Part-time Employees	60¢/hour	50¢/hour	20¢/hour

Additional  
Adjustment\*

### Maximum Weekly Rates Full-time Employees, Ottawa

Junior Clerk (12 months)	\$395.67 (\$365.67)	\$420.67	\$430.67
Meat Cutter (30 months)	\$441.67 (\$411.67)	\$466.67	\$476.67
Meat Manager	\$493.17 (\$463.17)	\$518.17	\$528.17

### Maximum Hourly Rates Part-time Employees, Ottawa

Meat Cutter (30 months)	\$9.50 (\$8.90)	\$10.00	\$10.20
Other Part-timers (36 months)	\$8.93 (\$8.33)	\$9.43	\$9.63
Other Part-timers hired after March 7, 1983 (new) (36 months)	\$8.15	\$8.65	\$8.85

\* Effective March 7, 1983, a new classification - Keyman to be established.

Economic Adjustment (Full-time):	Four quarterly payments of \$91 each (unchanged) in each year of the agreement.
Refrigeration Checks:	\$30 (\$25) flat fee for employee verifying refrigeration machinery.
Standby Pay (Maintenance empls.):	\$40 (\$35) per week.
Health and Welfare:	<p>Group Insurance Plan: Effective October 4, 1983, employer contributions increase to 5.09¢ (2.09¢) per hour worked.</p> <p>To cover additional premium costs due to wage increases, the employer pays an additional number of cents per hour effective March 7, 1983, for increases on October 1, 1982 and effective October 3, 1983 and April 2, 1984 for increases provided for on those respective dates.</p>
Pension Plan:	Employer Contribution - Effective July 5, 1982, 17¢ (12¢) per hour worked. Effective January 1, 1984, 22¢. Effective December 30, 1984, 26¢. Effective January 5, 1986 to December 31, 1986, 30¢.
Car and Truck Allowance (Maintenance empls.):	\$55 (\$50) for employee who supplies his own car and \$80 (\$75) for employee who supplies a truck.
Meal Allowance:	\$3.25 (\$2.75).
Safety Boot Allowance (Maintenance empls.):	\$35 (\$25) per year.

#### EDUCATION AND RELATED SERVICES

University of Guelph - Staff Association (Ind.) (office, clerical, laboratory and technical employees): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 835 employees, revised subject to the provisions of the Inflation Restraint Act, 1982, in March 1983. Previous agreement was effective from July 1, 1982 to June 30, 1984.

The original agreement reported on page 493 of the August 1982 Report had a wage re-opener scheduled for July 1, 1983.

Wages:	Effective	<u>July 1/83</u>
	Increase	5%, with a minimum of \$750 per year

#### Weekly Rates

Receptionist/	\$205.23-\$261.00
Typist	(\$190.86-\$246.63)

July 1/83

Draftsman/woman \$281.51-\$403.41  
(\$267.14-\$384.20)

Technical Staff \$460.65-\$650.28  
(Level 6) (\$438.71-\$619.31)

Probationary period is 6 months of continuous service. Maximum rates are reached after 36 months, depending on merit.

# CONSTRUCTION

Metropolitan Toronto House Wreckers' Association, province-wide - Various Locals (previously only Local 506), Labourers (AFL-CIO) (wrecking Labourers): A 26-month renewal agreement effective from May 1, 1982 to July 1, 1984, covering 200 employees, settled with mediation assistance during a work stoppage and ratified in March, 1983. Duration of negotiations - 1 year.

	Effective	<u>Mar. 7/83</u>	<u>June 1/83</u>	<u>Dec. 1/83</u>
	Package Increases	76¢	33¢	77¢
Wages:	General Increases	55¢	30¢	70¢
	<u>Local 506, Toronto</u>			
	Labourer	\$8.60 (\$8.05)	\$8.90	\$9.60
	Truck Driver and Machine Operator	\$9.60 (\$9.05)	\$9.90	\$10.60
	Effective	<u>Mar. 1/84</u>	<u>May 1/84</u>	<u>June 1/84</u>
	Package Increases	17¢	27¢	11¢
	General Increases	15¢	25¢	10¢
	Labourer	\$9.75	\$10.00	\$10.10
	Truck Driver and Machine Operator	\$10.75	\$11.00	\$11.10
Vacation and Statutory Holiday Pay:	10% (8.6%).			
Meal Allowance (new):	\$15 per day.			
Mileage Allowance (new):	25¢ per mile.			
Travelling Allowance (new):	\$5 per hour.			

ERRATUM

The following settlement was reported incorrectly in the October, 1982 Report on page 336:

Government of Canada (Treasury Board) - Public Service Alliance (CLC ) (6,513  
administrative service group employees)

Pages:	Effective	<u>June 21/82</u>	<u>June 21/83</u>	<u>June 2/84</u>
	<u>Annual Rates</u>			
	AS-1	\$22,304-\$25,826 (\$20,462-\$23,694)	\$23,642-\$27,376	\$24,824-\$28,745
	AS-4	\$28,571-\$31,793 (\$26,212-\$29,168)	\$30,285-\$33,701	\$31,799-\$35,386
	AS-8	\$42,600-\$52,100 (\$39,700-\$48,500)	\$45,156-\$55,226	\$47,414-\$57,987

Negotiations in Progress during April 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
A.C.F. Canada Ltd. (Carter Carburetor Div.), Bramalea	Machinists (AFL-CIO/CLC)	242	C
AEL Microtel Ltd., Brockville	Electrical Workers (IUE) (CLC)	622	C
AP Parts of Canada Ltd., Toronto	Auto Workers (CLC)	200	B
Alcan Canada Products Ltd., Kingston	Machinists (AFL-CIO/CLC) (maintenance empls.)	290	B
Alcan Canada Products Ltd., Kingston	United Steelworkers (AFL-CIO/CLC) (production empls.)	709	B
American Can Canada Inc., Marathon	Carpenters (AFL-CIO)	240	C
Arrow Co., Div. of Cluett Peabody and Co. of Canada Ltd., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	661	B
Black Diamond Cheese, Div. of Brooke Bond, Belleville	Food and Commercial Workers (AFL-CIO/CLC)	202	M
F.G. Bradley Co. Ltd., Toronto	Food and Commercial Workers (AFL- CIO/CLC) (production, maintenance and technical empls.)	200	B
Brampton City Corp.	CUPE (CLC) (outside empls.)	200	R
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	R
Budd Canada Inc., Kitchener	Auto Workers (CLC)	1,233	MED/
Cambridge Towel Corp. and Elco Kitchen Products, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	220	C
Camco Inc.,	Electrical Workers (UE) (CLC)	550	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO) (production, maintenance and shipping empl. and stationery engineers)	210	B
Canadian General Electric Co. Ltd., Guelph, Peterborough and Toronto	Technical Engineers (AFL-CIO/CLC)	240	C
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	R

\*See page 239 for definition of codes

Negotiations in Progress during April 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
hatham Public General Hospital Society	Service Employees Int'l. (AFL-CIO/CLC)	210	RL
hristie Brown and Co. Ltd. (Biscuit Production), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	528	B
hromalox Canada, Div. of Canadian Corporate Management, Toronto	Auto Workers (CLC)	450	B
. R. Clarke and Co. Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	234	CO
ollingwood Shipyards, a div. of Canadian Shipbuilding and Engineering Ltd., Collingwood	United Steelworkers (AFL-CIO/CLC)	800	B
ommodore Business Machines Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	200	B
ourtaulds (Canada) Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	475	B
ominion Bridge, Mount Dennis Plant, Toronto	United Steelworkers (AFL-CIO/CLC)	331	PCB
ontar Forest Products (Woodlands Div.), Red Rock	Carpenters (AFL-CIO)	230	CO
urham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,029	RL
ast York Borough Corp.	CUPE (CLC) (office and Public Works empls.)	220	RL
aton Yale Ltd., Forestry Equipment Div, Woodstock	Molders (AFL-CIO/CLC)	253	PCB
.B. Eddy Forest Products Ltd. (Woods Operation), Espanola	Carpenters (AFL-CIO)	235	CO
Electrohome Ltd., Cambridge	Auto Workers (CLC)	266	B
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	555	RL
ohn Forsyth Co. Ltd., Kitchener Waterloo and Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	455	B
abriell of Canada, Etobicoke	Machinists (AFL-CIO/CLC) (production empls.)	445	PCB

Negotiations in Progress during April 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg. Stag
Gates Canada Inc., Brantford	Rubber Workers (AFL-CIO/CLC)	321	CO
General Tire Canada Ltd., Tire Div., Barrie	Rubber Workers (AFL-CIO/CLC)	614	B
Gulf Canada Products Co. (Clarkson Refinery), Mississauga	Energy and Chemical Workers (CLC)	300	B
Hamilton City Board of Education	CUPE (CLC)	500	RL
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,300	RL
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	RL
Hamilton Street Railway Co. and Canada Coach Lines	Transit Union (AFL-CIO/CLC)	950	RL
Heintzman Ltd., Whitby	Upholsterers (AFL-CIO/CLC)	515	MED/V
Hendrie and Co. Ltd., province-wide**	Railway, Transport and General Workers (CLC)	260	CO
Inglis Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	700	MED/V
Inter-Bake Foods Ltd., London	Grain Millers (AFL-CIO/CLC) (production, maintenance, shipping empls. and drivers)	694	CO
Kellogg Salada Canada Ltd., London	Grain Millers (AFL-CIO/CLC)	600	B
Lakehead Terminal Elevators Assn. - Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	B
Thomas J. Lipton Inc., Bramalea	Grain Millers (AFL-CIO/CLC) (production, maintenance, shipping, machinists and electricians, and and service and warehouse)	230	B
Liquor Control Board of Ontario and Liquor Licence Board	Ont. Liquor Board Employees (NUPGE) (CLC)	3,000	B

\*\* Federal jurisdiction

Negotiations in Progress during April 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Apple Leaf Village Investment Inc., Niagara Falls	Hotel Employees (AFL-CIO/CLC)	450	C0
Apple Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	350	PMB
Attabi Mines Ltd., Ignace	United Steelworkers (AFL-CIO/CLC)	276	PMB
Metropolitan Toronto Apartment Builders' Assn. (Apartments)	Labourers (AFL-CIO)	325	B
Metropolitan Toronto Apartment Builders' Assn. (Housing)	Labourers (AFL-CIO)	1,000	B
Metropolitan Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	700	B
Metropolitan Toronto Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	525	RL
Modern Building Cleaning (A Div. of Dustbane Enterprises), Toronto	CUPE (CLC) (full-time and part-time empls.)	300	B
National Research Council of Canada, Ottawa**	Research Council Employees (Ind.) (operational category, non- supervisory)	285	RL
Newlands Textiles Inc., Cambridge	Natl. Council of Canadian Labour (Ind.)	220	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	580	RL
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	222	RL
North York City Hydro Electric Commission	CUPE (CLC)	230	RL
Orton Co., Electric Furnace Plant, Niagara Falls	Teamsters (Ind.)	200	B
Ontario Carpentry Contractors Assn.	Carpenters (AFL-CIO)	700	C0
Ontario Concrete and Drain Contractors Assn.	Labourers (AFL-CIO)	750	B
Ontario Form Work Assn. (Residential Concrete Forming Contractors)	Labourers (AFL-CIO) and Intl. Operating Engineers (AFL/CIO/CFL)	900	C0

\* Federal jurisdiction

Negotiations in Progress during April 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'l Stage
Ontario Heavy Construction Assn.	Carpenters (AFL-CIO)	500	B
Ontario Hydro	CUPE (CLC)	260	CO
Ontario Jockey Club (Mutuel Dept. Standardbred Div.), province-wide	Service Employees Intl. (AFL-CIO/CLC)	250	CO
Ontario Produce Co. Ltd. (Ontario Food Div. of Oshawa Group Ltd.), Malton and Toronto	Teamsters (Ind.)	317	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,170	RL
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,428	RL
Ottawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC)	1,600	CO
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	358	RL
Pamour Porcupine Mines, Pamour, Ross and Schumacher Divs., Pamour	United Steelworkers (AFL-CIO/CLC) mine empls.)	800	MED
Pioneer Chain Saw Corp. Inc., Peterborough	United Steelworkers (AFL-CIO/CLC)	245	B
Pipeline Contractors Assn. of Canada	Intl. Operating Engineers (AFL-CIO/CFL)	375	B
Pipeline Contractors Assn. of Canada	Labourers (AFL-CIO)	600	B
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,428	RL
Renfrew County Corp. (Bonnechere Manor)	CUPE (CLC)	208	RL
Riverside Hospital, Ottawa	Cdn. Operating Engineers (CCU)	219	RL
Robertshaw Controls Canada Inc., Toronto	Electrical Workers (UE) (CLC)	291	CO

\*\* Federal jurisdiction

Negotiations in Progress during April 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Wentworth Mackintosh Canada, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	850	PCB
St. Joseph Religious Hospitaliers of Hotel Dieu of Kingston	OPSEU (NUPGE) (CLC)	301	RL
Wentworth, Son and Co. Ltd., Mississauga	United Steelworkers (AFL-CIO/CLC)	260	B
Wentworth Canada, Toronto	Machinists (AFL-CIO/CLC)	440	CO
Wentworth Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers Fed. (Ind.)	410	RL
Wentworth Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	365	RL
Wentworth Borough Public Utilities Commission	Utility Workers (Ind.)	236	RL
Wentworth Secord, Div. of Ault Foods, Scarborough	Cdn. Brewery Workers (CLC) (full-time empls.)	560	CO
Wentworth Silverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto	Teamsters (Ind.)	287	B
Wentworth Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	780	RL
Wentworth Canada Ltd., Thompson Products Div., St. Catharines	Employees' Assn. (Ind.)	710	B
Wentworth Canada Ltd., London	Auto Workers (CLC)	320	PCB
Wentworth Under Bay City Corp.	Police Assn. (Ind.)	210	RL
Wentworth Under Bay City Corp. (Cumberland Hall, Dawson and Grandview Lodges)	Service Employees Intl. (AFL-CIO/CLC)	400	RL
Wentworth Toronto and District Carpentry Contractors Assn.	Carpenters (AFL-CIO)	200	CO
Wentworth Toronto Residential Low-Rise Forming Contractors Assn.	Labourers (AFL/CIO)	600	CO
Wentworth Tailmobile Canada, Brantford	Auto Workers (CLC)	397	WS

Negotiations in Progress during April 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Uniroyal Ltd., (Tire Factory and Rubber Machine Shops), Kitchener	Rubber Workers (AFL-CIO/CLC)	1,200	B
University of Western Ontario, London	CUPE (CLC)	240	RL
University of Western Ontario, London	CUPE (CLC) (building and ground maintenance and service empls.)	330	RL
Victoria Hospital Corp., London	OPSEU (NUPGE) (CLC)	240	RL
Wabco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	269	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	RL
John Wood Manufacturing, Toronto	Auto Workers (CLC)	200	CO
York Regional Municipality Police Dept.	Police Assn. (Ind.)	350	RL
York University, Toronto	CUPE (CLC)	251	RL
York University, Toronto	University Professors (Ind.)	930	RL
Zehrs Markets (Div. of Zehrmart Ltd.), Intercity	Food and Commercial Workers (AFL-CIO/CLC)	600	B

More Than One Province

Boots Drug Stores (Canada) Ltd., Ont. and Man. and Boots Drug Stores (Western) Ltd., Sask. and Calgary and Edmonton, Alta.	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time service and retail clerks)	750	B
Motor Transport Industrial Relations Bureau (Tank Truck Drivers and Maintenance Employees) Ont. and Que.**	Teamsters (Ind.)	360	CO

\*\* Federal jurisdiction

Negotiations in Progress during April 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- RL - Restraint Legislation
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in May 1983

Employer and Location	Union	No. of Empls
AEL Microtel Ltd., Brockville	Electrical Workers (IUE)	622
Alcan Canada Products Ltd., Kingston	Machinists (AFL-CIO/CLC) (main-tenance empls.)	290
Alcan Canada Products Ltd., Kingston	United Steelworkers (AFL-CIO/CLC) (production empls.)	709
Belleville General Hospital	Service Employees Intl. (AFL-CIO/CLC)	329
Brantford General Hospital	Service Employees Intl. (AFL-CIO/CLC)	240
Cambridge Memorial Hospital	Service Employees Intl. (AFL-CIO/CLC)	240
Eletrohome Ltd., Cambridge	Auto Workers (CLC)	266
General Foods Ltd., Cobourg	Food and Commercial Workers (AFL-CIO/CLC)	565
B.F. Goodrich, Kitchener and Waterloo	Rubber Workers (AFL-CIO/CLC)	653
Greb Industries, A Div. of Warrington Inc., Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	230
Halton Regional Municipality, Halton Centennial Manor	Cdn. Operating Engineers (CCU)	202
Interforest Ltd., Durham	Woodworkers (AFL-CIO/CLC)	270
Kitchener City Corp. (Transit Div.)	Railway, Transport and General Workers (CLC)	214
Mattabi Mines Ltd., Ignace	United Steelworkers (AFL-CIO/CLC)	276
McKellar General Hospital, Thunder Bay	Service Employees Intl. (AFL-CIO-CLC)	201
Mount Sinai Hospital, Toronto	Service Employees Intl. (AFL-CIO-CLC)	299
Northern Telephone, province-wide	Communication Workers (CLC)	234
Norton Co., Electrical Furnace Plant, Niagara Falls	Teamsters (Ind.)	200
Port Weller Dry Docks (Div. of Upper Lakes Shipping Ltd.), St. Catharines	Electrical Workers (IBEW) and Boilermakers (AFL-CIO/CFL)	469

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in May 1983

Employer and Location	Union	No. of Empls.
Amuel, Son and Co. Ltd., Mississauga	United Steelworkers (AFL-CIO/CLC)	260
Scarborough General Hospital	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC)	240
Sunnybrook Medical Centre, Toronto	Service Employees Intl. (AFL-CIO/ CLC)	850
M Canada Ltd., London Auto Workers (CLC)	Auto Workers (CLC)	320
Uniroyal Ltd. (Tire Factory and Rubber Shops), Kitchener	Rubber Workers (AFL-CIO/CLC)	1,200
Welland County General Hospital	Service Employees Intl. (AFL-CIO/ CLC)	350
York County Hospital	Service Employees Intl. (AFL-CIO/ CLC)	216



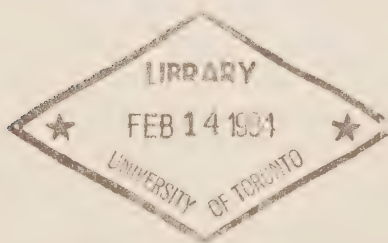
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Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
MAY 1983



RESEARCH BRANCH  
ONTARIO MINISTRY OF LABOUR



## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1983 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in May 1983. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in June 1983.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour.



# Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	243
May 1983 Settlements	
Food and Beverage .....	246
Rubber and Plastics Products .....	249
Textile .....	250
Printing, Publishing and Allied .....	251
Metal Fabricating .....	252
Machinery .....	254
Transportation Equipment .....	255
Electrical Products .....	257
Non-Metallic Mineral Products .....	261
Transportation .....	262
Communication .....	264
Electric Power, Gas and Water Utilities .....	266
Wholesale Trade .....	267
Retail Trade .....	267
Education and Related Services .....	269
Health and Welfare Services .....	280
Amusement and Recreation Services .....	283
Personal Services .....	284
Federal Administration .....	285
Local Administration .....	286
Construction .....	287
Addendum	
April 1983 Settlements .....	289
Negotiations in Progress during May 1983	
Covering 200 or More Employees .....	291
Collective Bargaining Agreements Covering 200 or	
More Ontario Employees Expiring in June 1983 .....	298



## Highlights

Toronto Star Settlement. Six renewal agreements covering 463 employees in mechanical units at Toronto Star Newspapers were the result of a master settlement ratified in late May. The agreements involved members of the International Printing and Graphic Communications Union, the Graphic Arts International Union and two other craft unions. The unions represented the newspaper's separate bargaining units comprising pressmen and paperhandlers, mailers, photo-engravers, stereotypers, electricians and machinists. The units were covered by individual one-year agreements that expired December 31, 1982. (Recently, the first two unions reached a total merger agreement which was approved by their members. The merger, announced July 1, 1983, created the largest union in the North American printing and publishing industry with a combined membership that exceeds 200,000. The alliance ended 75 years of jurisdictional rivalry between the two component unions. It is expected to enable the new organization, named the Graphic Communications Union, to consolidate resources and to concentrate on the implications of high-technology developments in the industry.)

In the just concluded Star negotiations, the four unions bargained through a craft council, which entered the talks seeking a one-year contract with wage increases ranging from 16 to 22 per cent. The management initially offered a three-year pact with annual increases of 3 per cent for members of all the units except for rotogravure plant pressmen, whose salaries would have been frozen. The proposed economic package was later modified to include increases totalling 14 per cent for all units, staged at nine-month intervals over 27 months. After the parties failed to reach an agreement at the conciliation stage, a "No Board" report was issued and resulted in a legal strike deadline of midnight April 14. Aside from the wages, key items in dispute reflected the discontent of pressmen with manning of presses and moving of dayworkers to night shifts. Manning was also the major issue in contention in the rotogravure plant, because of excess gravure capacity in the North American printing industry, partly due to the introduction of more efficient modern technology. The matters were resolved with the help of a mediator and, in late April, an improved company offer was submitted to the membership vote without the council's recommendation for acceptance or rejection. The offer provided wage increases of 9 per cent, with a maximum of \$48.12 per week, in the first year and 7 per cent, with the maximum set at \$40.80, in the second year of a two-year contract. In addition, the proposed settlement called for a \$5 per week increase in all night and lobster shifts effective January 1, 1984. The pact was approved by overwhelming margins in separate ratification votes which were completed May 24.

The mechanical units' settlement usually paves the way for subsequent negotiations with the company's 1,350 non-printing employees represented by Local 87 of the Southern Ontario Newspaper Guild, who will be coming off a one-year agreement on July 31. On the other hand, terms of the new craft settlement were generally influenced by the Guild's contract signed last January with the Star's main competitor, the Globe and Mail. That agreement, affecting the Globe's 400 editorial, circulation, maintenance and delivery employees, provided increases of 9 per cent in each year of a two-year contract ending June 30, 1984. [The Globe-Guild agreement was discussed on p. ii of the October 1982 Highlights, and its details were published on p. 10 of the January 1983 issue of this report].

Meanwhile, delegates to the June annual convention of the Newspaper Guild voted in favour of merging with the International Typographical Union to form a combined Media Workers International Union, ITU/TNG. If approved by a general membership vote of both unions, tentatively scheduled for late September, the new union will represent nearly 67,000 of their members in the U.S. and Canada. The merger would be effective with the new union's founding convention, early in 1984.

Municipal Police Settlements. The vast majority of the 182 collective agreements affecting uniformed and civilian members of municipal police forces in Ontario were due for renewal on December 31, 1982. Only 19 contracts, covering in total less than 500 members of local Police Associations, were set to run for two years through to December 31, 1983. All police contracts came under the jurisdiction of the provincial Inflation Restraint Act (1982), which generally limited compensation increases for the year ending December 31, 1983 to 5 per cent. The originally-negotiated second-year raises in agreements expiring at the end of 1983 were to be replaced by the legislated 5 per cent increase.

Of the 182 agreements, there were 16 major contracts (each involving units of 200 or more employees), all of which expired last December. The 16 major pacts included three jointly-negotiated agreements covering 1,438 civilian employees of the Metropolitan Toronto Police. During the first five months of 1983, the 5 per cent increase was implemented for 14 of the major bargaining units, with 13 Police Association locals deciding to accept the maximum allowable increase in salaries rather than to divert a portion of it for benefit improvements. The remaining contract renewal covered 350 uniformed members of the York Regional Police Force, who agreed to a 4.61 per cent increase in salaries and assigned the remaining 0.69 per cent for the cost of a supplementary pension plan. In the case of two other major units (Niagara Region and Thunder Bay), the apportionment of the legislated increase into wage and benefit components had still not been made final as of the end of June, pending the approval of the Inflation Restraint Board.

In a related development, a salary increase of 5 per cent was implemented in March for 4,039 members of the Ontario Provincial Police, who also were covered by the restraint legislation. As a result, the 1983 annual salary for a first-class OPP constable rose to \$31,317, while those for first-class constables in the major Ontario municipalities ranged between \$31,894 in Toronto and \$31,229 in York Region.

# Index to Settlements Reported, May 1983

Employer and Location	Union	Page
ACF Canada Ltd., Carter Carburetor Div., Bramalea	Machinists (AFL-CIO/CLC)	255
AEL Microtel Ltd., Brockville	Electrical Workers (IUE) (CLC)	258
Allen Industries Canada (Div. of Dayco Canada Ltd.), Hamilton	Auto Workers (CLC)	251
Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River	Atomic Energy Allied Council	289
Black Diamond Cheese, Div. of Brooke Bond Inc., Belleville	Food and Commercial Workers (AFL-CIO/CLC)	246
Budd Canada Inc., Kitchener	Auto Workers (CLC)	256
The Cambridge Towel Corp. and Elco Kitchen Products Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	250
Canadian Broadcasting Corp., system-wide	Broadcast Employees (CLC)	264
Canadian Broadcasting Corp., system-wide	CUPE (CLC) (office and prof- essional unit)	265
Canadian Broadcasting Corp., system-wide	CUPE (CLC) (production unit)	265
Canadian General Electric Co. Ltd., Guelph, Peterborough, Scarborough and Toronto	Technical Engineers (AFL-CIO/CLC)	259
Carleton University, Ottawa	Academic Staff Assns. (Ind.) (professors, librarians and instructors)	276
Dominion Bridge - Mount Dennis Plant, a Unit of AMCA International Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	252
Essex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	269
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	270

# Index to Settlements Reported, May 1983

Employer and Location	Union	Page
Government of Canada (Treasury Board)	Electrical Workers (IBEW) (AFL-CIO/CFL) (electronics group)	285
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	290
Hendrie and Co. Ltd., province-wide	Railway, Transport and General Workers (CLC)	262
Inglis Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	257
Lakehead Board of Education	CUPE (CLC)	270
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	271
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	271
Thomas L. Lipton Inc., Bramalea	Grain Millers (AFL-CIO/CLC)	249
London City Board of Education	CUPE (CLC)	272
Maple Leaf Village Investments Inc., Niagara Falls	Hotel Employees (AFL-CIO/CLC)	284
Maple Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	246
Metropolitan Separate School Board, Toronto	CUPE (CLC) (office, clerical and technical empls.)	272
Metropolitan Toronto and Vicinity Residential Low-Rise Forming Contractors Assn.	Labourers (AFL-CIO)	287
Metropolitan Toronto Apartment Builders Assn. (Apartment Builders)	Labourers (AFL-CIO)	287
Metropolitan Toronto Apartment Builders Assn. (House Builders)	Labourers (AFL-CIO)	288
Metropolitan Toronto Assn. for the Mentally Retarded	CUPE (CLC)	282

# Index to Settlements Reported, May 1983

Employer and Location	Union	Page
Motor Transport Industrial Relations Bureau of Ontario Inc., Tank Truck Div., Ontario and Quebec	Teamsters (Ind.) (drivers and maintenance empls.)	263
National Research Council of Canada	Professional Institute (Ind.) (research officers and research council officers)	285
National Research Council of Canada	Research Council Employees' Assn. (Ind.) (operational category, supervisory and non-supervisory empls.)	286
North York City Hydro Electric Commission	CUPE (CLC)	266
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	Professional Assn. of Internes and Residents of Ont. (Ind.)	280
Ontario Form Work Assn.	Form Work Council of Ont.	288
Ontario Jockey Club (Mutuel Department, Standardbred Race Operations),	Service Employees Intl. (AFL-CIO/CLC)	283
Ontario Produce Co., Oshawa Foods Div. of the Oshawa Group Ltd., Malton and Toronto	Teamsters (Ind.)	267
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	273
Raybestos Canada Inc., Peterborough	United Steelworkers (AFL-CIO/CLC)	261
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	274
Riverside Hospital, Ottawa	Cdn. Operating Engineers (CCU)	281
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (production and maintenance empls.)	247
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL) (service empls.)	281

Index to Settlements Reported, May 1983

Employer and Location	Union	Page
Sangamo Canada, Toronto	Machinists (AFL-CIO/CLC) (production, maintenance and shipping empls.)	261
Scarborough Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	274
Laura Secord Ltd./Ltee., Toronto	Cdn. Brewery Workers (CLC)	248
3M Canada Inc., London	Auto Workers (CLC)	249
Timberjack, a Div. of Eaton Yale Ltd., Forestry Equipment Div., Woodstock	Moulders (AFL-CIO/CLC)	254
Toronto Star Newspapers Ltd.	Printing and Graphic Union, Graphic Arts Union, Machinists (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CFL) (pressmen and paperhandlers, stereotypers and mailing room employees, photo-engravers, machinists and electricians etc.)	251
University of Ottawa	University Professors (Ind.)	277
University of Western Ontario, Food Services Dept., London	CUPE (CLC)	278
University of Western Ontario, Physical Plant Dept., London	CUPE (CLC)	278
University of Windsor	Service Employees Intl. (AFL-CIO/CLC)	279
Victoria Hospital Corp., London	Ont. Public Service Employees (NUPGE (CLC) (full-time technical empls. and medical laboratory technologists and technicians)	282
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	275
John Wood Mfg. Ltd., Toronto	Auto Workers (CLC)	253
York Regional Board of Commissioners of Police	Police Assn. (Ind.)	286

# Index to Settlements Reported, May 1983

Employer and Location	Union	Page
York University, Toronto	CUPE (CLC) (maintenance, services and plant operations empls.)	279
York University, Toronto	Faculty Assn. (Ind.) (professors, lecturers and librarians)	280
Zehrs Markets (Div. of Zehrmart Ltd.), various locations	Food and Commercial Workers (AFL-CIO/CLC)	267



FOOD AND BEVERAGE

Maple Lodge Farms Limited at Norval - Local 1105-P, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 12, 1982 to October 12, 1984, covering 350 employees, settled at the post mediation bargaining stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Oct. 12/82</u>	<u>Oct. 12/83</u>
	General Increases	10% on top rates	9%
	Additional Adjustment	Salary ranges eliminated	
	General Help (Plant and Yardmen)	\$8.31 (\$7.10-\$7.55)	\$9.05
	Driver-Delivery/ City Runs	\$9.19 (\$7.75-\$8.35)	\$10.01
	Shipper	\$9.35 (\$7.40-\$8.50)	\$10.19
	Probationary period is 55 (50) working days including statutory holidays in 12 continuous months. (Previously, maximum rates for Plant and Yardmen were reached after 26 weeks, and for Driver-Delivery/City Runs after increases of 10¢ per week to top rate.)		
Paid Holidays:	Employee's birthday is added for a total of 11 days.		
Paid Vacation:	4 weeks after 11 (12) years' service. Effective October 12, 1983, 4 weeks after 10 years.		
Health and Welfare:	Life Insurance - \$12,000 (\$8,000) coverage. Effective October 12, 1983, \$15,000 coverage.		
	<u>Dental Plan</u> - Coverage is based on the 1982 (1979) Ontario Dental Association fee schedule.		

Black Diamond Cheese, Division of Brooke Bond Inc., at Belleville - Local P-688, Food and Commercial Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from March 2, 1983 to March 1, 1984, covering 202 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/83</u>
	General Increase	53¢
	COLA Fold-in	47¢
	Additional Adjustment	10¢ for Class 1

Mar. 1/83

Cafeteria	\$9.32 (\$8.22)
Electrician	\$10.80
Maintenance	(\$9.80)
Mechanic	

Cost of Living Provision:	Inoperative. (Previously, 1¢ per 0.4 point rise in the Consumer Price Index - 1971=100, using March 1980 as the base index month. Folded into wages March 1 of each year.)
Shift Premium:	0-33¢-38¢ (0-28¢-33¢).
Paid Vacation:	5 weeks after 19 (20) years' service.
Bereavement Leave:	Children are added to the provision for 5 days' paid leave to attend the funeral, sister-in-law and brother-in-law to the 3 days' provision, and aunt and uncle to the 1 day's provision.
Health and Welfare:	<u>Life Insurance</u> - \$2,000 coverage for spouse (new). <u>Long Term Disability (new)</u> - Benefit is 50% of regular salary, to a maximum of \$750 per month.

Rowntree Mackintosh Canada Limited at Toronto - Local 461, Retail, Wholesale Employees (AFL-CIO/CLC) (production and maintenance employees):  
A 24-month renewal agreement effective from March 1, 1983 to February 28, 1985, covering 850 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Mar. 1/83</u>	<u>Mar. 1/84</u>
General Increases		55¢	55¢
Job Grade D-2 (includes Department Helper)		\$8.010-\$8.205 (\$7.460-\$7.655)	\$8.560-\$8.755
Group 2 (includes Electrician)		\$12.535-\$13.535 (\$11.985-\$12.985)	\$13.085-\$14.085
Group 3 (includes Electronics Technician)		\$12.535-\$14.535 (\$11.985-\$13.985)	\$13.085-\$15.085

Previous rates reflect a 28.5¢ COLA fold-in.

Probationary period is 60 working days. Maximum rates for Job Grade D-2 are reached after 60 working days, and for Electrician and Electronics Technician, job rates are reached after 90 working days, and maximum rates, provided current qualifications are met, after 1 year's service.

Cost of Living Provision: Inoperative. (Previously, 1.5¢ per 0.52 rise in the Consumer Price Index - 1971=100. Triggered at 3% over the preceeding 6 months. Capped at 20¢ annually.)

Shift Premium: Effective March 1, 1984, 0-26¢-38¢ (0-24¢-36¢)

Paid Vacation: Effective March 1, 1984, 6 weeks (new) after 30 years' service.

Bereavement Leave: Mother-in-law and father-in-law are added to the provision for 1 day's paid leave.

Health and Welfare: Dental Plan - Effective May 5, 1983, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective March 1, 1984, 70%/30% (60%/40%) co-insurance.

Safety Shoe Allowance: Effective May 15, 1983, \$43 (\$40) per year. Effective March 1, 1984, \$45.

Laura Secord Limited/Limitee at Toronto - Local 304, Canadian Brewery Workers (CLC):  
A 24-month renewal agreement effective from April 1, 1983 to March 31, 1985, covering 560 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 1/83	Oct. 2/83	Apr. 1/84	Sept.30/84
General Increases		45¢	15¢	35¢	25¢
COLA Bonus		10¢			
Additional Adjustments		15¢* plus some clas-sification adjustments	10¢*	15¢*	15¢*
Group 1 (includes General Helper)		\$7.12 (\$6.57)	\$7.27	\$7.62	\$7.87
Group 8C (includes Tractor Trailor Driver)		\$10.75 (\$9.95)	\$10.90	\$11.25	\$11.50
Stationary Engineer 2nd Class		\$12.85 (\$12.15)	\$13.10	\$13.60	\$14.00

\* Applies to Grades 8B, 8A and above, except Candy Maker.

Cost of Living Provision: Inoperative. (Previously, 1¢ per 0.5 point rise in the Consumer Price Index - 1971=100, using March, 1982 as the base index month. Triggered at 13%. Capped at 13¢.)

Shift Premium: Effective April 1, 1984, 0-30¢-35¢ (0-25¢-30¢).

Paid Vacation: Effective April 1, 1984, 4 weeks after 12 (13) years' service.

Health and Welfare:	<u>Life Insurance</u> - Effective July 1, 1983, \$12,000 (\$10,000) coverage.  <u>Weekly Indemnity</u> - Effective January 1, 1985, payable on a 1-1-4-52 (1-1-4-40) basis.  <u>Dental Plan</u> - Effective July 1, 1983, basic coverage increases to a maximum of \$500 (\$250) per year. Major restorative coverage is added on a 50%/50% co-insurance basis for \$1,000 maximum per year. Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.
Pension Plan:	<u>Basic Benefit</u> - Effective March 1, 1985, yearly payout on normal retirement equal to 33 1/3% (30%) of total employee contributions.
Meal Allowance:	\$4 (\$2.50) after 2 hours of overtime without prior notice, \$6 (\$4.50) for Truck Driver outside 30 mile radius of plant.
Safety Shoe Allowance:	Effective May 16, 1983, \$45 (\$40) for 1 pair per year. Effective April 1, 1984, \$50.

Thomas L. Lipton Inc. at Bramalea - Local 327, Grain Millers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 16, 1983 to February 15, 1985, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Feb. 16/83</u>	<u>Feb. 16/84</u>
	General Increases	7.5%	6.5%
	General Labour	\$8.41 (\$7.82)	\$8.96
	Electrician	\$12.26 (\$11.40)	\$13.07
	Senior Electronic Electrician	\$12.60 (\$11.72)	\$13.42

Health and Welfare: Vision Care - Safety glasses are now included in provision providing a maximum benefit of \$50 every 24 months.

Safety Shoe Allowance: \$40 (\$37.50) per year maximum.

Tool Allowance: \$60 (\$50) per year for mechanics, machinists and electricians.

#### RUBBER AND PLASTICS PRODUCTS

3M Canada Inc. at London - Local 27, Auto Workers (CLC): A 36-month renewal agreement effective from May 7, 1983 to May 4, 1986, covering 320 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 7/83</u>	<u>May 1/84</u>	<u>May 1/85</u>
General Increases		20¢	20¢	19¢
COLA Fold-in		\$2.06		
Skilled Trades Adjustments		10¢	8¢	5¢
Group D (Production Helper)		\$12.19 (\$9.93)	\$12.39	\$12.58
Group I (includes Journeyman Electrician)		\$13.90 (\$11.54)	\$14.18	\$14.42

Cost of Living Allowance: Effective May 1, 1983, 1¢ per 0.34 point change in the Consumer Price Index - 1971=100, using April 1983 as the base index month. Effective May 1, 1985, 1¢ per 0.30 point change in the CPI - 1971=100. Adjusted quarterly and paid weekly. (Previously, 1¢ per 0.34 point change in the CPI - 1971=100.)

Paid Holidays: 12 days in the first contract year, including Christmas week shut-down, 14 in the second year and 15 in the third year. (Previously, a total of 43 days for the term of the agreement.)

Health and Welfare: Life Insurance and A.D. & D. - \$18,000 (\$15,000) coverage. Effective May 1, 1984, \$19,000. Effective May 1, 1985, \$20,000.  
  
Weekly Indemnity - Maximum benefit increases to \$275 (\$245) per week. Effective May 1, 1984, \$295. Effective May 1, 1985, \$315.

## TEXTILE

The Cambridge Towel Corporation and Elco Kitchen Products Limited at Cambridge - Local 1441, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1982 to October 31, 1984, covering 220 employees, settled with mediation assistance. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Nov. 1/82</u>	<u>Nov. 1/83</u>
General Increases		35¢	30¢
General Help		\$5.25 (\$4.90)	\$5.55
Mechanic Class 1		\$8.20 (\$7.85)	\$8.50

Probationary period is 60 (30) working days.

Paid Holidays: Remembrance day is replaced by 1 floating day, for a total of 10 days (unchanged).

Safety Shoe Allowance (new): Employer pays 50% of cost of safety shoes where required, to a maximum of \$40 per year.

Allen Industries Canada (Division of Dayco Canada Ltd.), at Hamilton - Local 525, Auto Workers (CLC): A 24-month renewal agreement effective from April 27, 1983 to April 21, 1985, covering 504 employees\*, settled at the post conciliation bargaining stage. Duration of negotiations - 1 1/2 months.

\* Includes 281 employees currently on lay-off status.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

Assembler - Panel Line	\$7.71
General Labour	\$8.11
Dielectric Die Repairman	\$10.68

Cost of Living Allowance: \$1.99 COLA generated under the previous agreement continues to float.

1¢ per 0.35 point increase in the Consumer Price Index - 1971=100, adjusted quarterly, beginning with the May 1983 index over the February 1983 base index month. (Basic formula is unchanged.)

Health and Welfare: Weekly Indemnity - Benefit is 66 2/3% of earnings up to the UIC maximum. (Previously, no maximum.)

#### PRINTING, PUBLISHING AND ALLIED

Toronto Star Newspapers Limited - Local 1, Printing and Graphic Union, Local 211, Graphic Arts Union, Local 235, Machinists (AFL-CIO/CLC) and Local 353, Electrical Workers (IBEW) (AFL-CIO/CFL) (pressmen and paperhandlers, stereotypers and mailing room employees, photo-engravers, machinists and electricians etc.): Six 24-month renewal agreements effective from January 1, 1983 to December 31, 1984, covering 463 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/83	Jan. 1/84
	Increases	9% to a maximum of \$48.13 per week	7% to a maximum of \$40.80 per week

#### Weekly Rates

Journeyman	\$489.64	\$523.92
Paperhandler	(\$449.21)	

	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
Journeyman	\$495.47	\$530.15
Mailer	(\$454.56)	
Journeyman	\$573.92	\$613.08
Photo-Engraver	(\$527.71)	
Journeyman	\$582.91	\$623.71
Pressman,	(\$534.78)	
Machinist and		
Stereotyper		
Journeyman	\$631.36	\$672.16
Electrician	(\$583.23)	

Night Shift Premium: Effective January 1, 1984, \$23.15 (\$18.15) per week.

#### METAL FABRICATING

Dominion Bridge - Mount Dennis Plant, a Unit of AMCA International Limited at Toronto  
- Local 3390, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 16, 1983 to March 15, 1985, covering 320 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 16/83</u>	<u>Mar. 16/84</u>
General Increases		54¢	36¢
COLA Fold-in		25¢	
Job Class		24¢	26¢
Increments		(22¢)	
Job Class 3		\$9.36	\$9.76
(includes		(\$8.53)	
Shear Helper)			
Job Class 20		\$13.44	\$14.18
(includes Tool-		(\$12.27)	
maker Developer)			

Cost of Living Allowance: Effective in the second year, 3 (4) quarterly adjustments of 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100, using February 1984, as the base index month. Triggers at 4%. First adjustment is June, 1984. (Basic formula is unchanged.)

Shift Premium: 0-40¢-50¢ (0-35¢-45¢).

Health and Welfare: Life Insurance and A.D. & D. - \$15,000 (\$14,000) coverage.

Weekly Indemnity - Benefit increases to \$220 (\$210) per week.  
Effective March 16, 1984, \$240 per week.

Dental Plan - Effective January 1, 1984, coverage is based on the  
1983 (1982) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective March 16, 1984, \$10.50 (\$10.00) per  
month per year of service.

Supplementary Benefit - Effective March 16, 1984, \$10.00 (\$9.50)  
per month per year of service.

John Wood Mfg. Ltd. at Toronto - Local 124, Auto Workers (CLC): A 24-month renewal  
agreement effective from March 15, 1983 to March 14, 1985,  
covering 239 employees\*, settled during a work stoppage.  
Duration of negotiations - 13 months.

\*Includes 40 employees currently on lay-off status.

Wages:	Effective	July 1/83	Sept. 6/83	Mar. 15/84
Increases		1¢-9¢ for non-incen- tive empls.	3%	3%
Skilled Trades Adjustment		20¢-30¢		
Additional Adjustments		Restructuring of wage sche- dule for ski- lled trades and non-incen- tive empls.	Restructuring of wage sche- dule for incen- tive empls.	
COLA Fold-in		\$4.83 for ski- lled trades and non-incentive empls.	\$4.83 for incen- tive empls.	
Grade 10 (Group 10-C) (includes Material Handler)		\$10.43 (\$5.59)	\$10.74	\$11.06
Grade A Tool and Die Maker		\$12.76 (\$7.63)	\$13.14	\$13.53
Cost of Living Allowance:	\$4.83 of the \$4.93 generated under previous agreement is folded into wages, leaving a float of 10¢. <i>October 1982?</i>			
	1¢ per 0.35 point change in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)			
Health and Welfare:	<u>Life Insurance and A.D. &amp; D.</u> - Effective March 15, 1984, \$9,000 (\$8,000) coverage.			

Weekly Indemnity - Effective July 1, 1983, maximum benefit increases to \$150 (\$130) per week. Effective January 1, 1984, maximum benefit is the UIC allowable payment.

Dental Plan - Effective July 1, 1983, coverage is based on the 1981 (1979) Ontario Dental Association fee schedule. Effective March 15, 1984, the 1982 ODA fee schedule.

Pension Plan: Basic Benefit - Effective March 15, 1984, \$12 (\$11) per month per year of credited service in second year.

Tool Allowance: Effective May 26, 1983, \$50 (\$40) per year per employee.

## MACHINERY

Timberjack, a Division of Eaton Yale Limited, formerly Eaton Yale Limited, Forestry Equipment Division, at Woodstock - Local 246, Moulders (AFL-CIO/CLC): A 24-month renewal agreement effective from April 4, 1983 to April 1, 1985, covering 253 employees\*, settled during a work stoppage. Duration of negotiations - 3 months.

\* Includes 93 employees currently on lay-off status.

Wages:	Effective	<u>Apr. 4/83</u>	<u>Apr. 2/84</u>
	General Increases	35¢	45¢
	COLA Fold-in	\$2.47	
	Grade 1 (includes Labourer)	\$11.42-\$11.52 (\$8.60-\$8.70)	\$11.87-\$11.97
	Grade 11 (includes Electrician)	\$12.77-\$12.87 (\$9.95-\$10.05)	\$13.22-\$13.32

Probationary period is 320 hours worked. Maximum rates are reached after 6 months.

Lump Sum Payment: \$250 settlement pay.

Cost of Living Provision: Deleted. (1¢ per 0.3 increase in the Consumer Price Index - 1971=100. Adjusted quarterly.)

Shift Premium: Effective May 25, 1983, 0-35¢-35¢ (0-30¢-30¢).

Paid Holidays: Effective May 25, 1983, 14 (15) days.

Health and Welfare: Life Insurance and A.D. & D. - Effective May 25, 1983, \$13,000 (\$12,000) coverage. Effective April 1, 1984, \$14,000.

Life Insurance for Retirees (new) - Effective May 25, 1983, \$2,000 coverage.

Dental Plan - Effective May 25, 1983, coverage is based on the 1982 (1979) Ontario Dental Association fee schedule. Effective April 1, 1984, the 1983 ODA fee schedule.

Benefits on Lay-off - Coverage continues for 2 (1) months following the month in which the employee is laid off.

Pension Plan: Basic Benefit - Effective June 1, 1983, \$12 (\$11) per month per year of service. Effective April 1, 1984, \$12.50.

Supplemental Unemployment Benefit Plan: Benefits on Lay-off - Health and welfare coverage continues for 2 (1) months following the month in which the employee is laid off.

Paid Education Leave (new): Effective June 1, 1983, employer pays 1¢ per hour worked to the Union Education Trust Fund.

Safety Shoe Allowance: \$40 (\$30) per year.

#### TRANSPORTATION EQUIPMENT

ACF Canada Limited, Carter Carburetor Division at Bramalea - Local 2243, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1983 to March 31, 1985, covering 328 employees\*, settled at the conciliation officer stage. Duration of negotiations - 2 months.

\* Includes 78 employees currently on lay-off status.

Wages:	Effective	Apr. 1/83	Apr. 1/84
General Increases		50¢	40¢
COLA Fold-ins		50¢	25¢
Assembler		\$8.31-\$8.41 (\$7.31-\$7.41)	\$8.96-\$9.06
Tool Maker		\$11.73-\$11.83 (\$10.73-\$10.83)	\$12.38-\$12.48

Probationary period is 45 work days. Maximum rates are reached after 16 weeks.

Cost of Living Allowance: 50¢ of the existing \$1.00 float is folded into wages April 1, 1983 leaving a 50¢ COLA float.

1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using as the base the March 1983 index in the first year and the March 1984 index in the second year. Adjusted quarterly beginning in April 1983 and paid in June, 1983. Capped at 25¢ per year. (Basic formula is unchanged.)

Shift Premium: Effective April 1, 1984, 0-28¢-33¢ (0-25¢-30¢).

Bereavement Leave: Grandparents are added for 1 day's paid leave.

Health and Welfare: Life Insurance and A.D. & D. - Effective April 1, 1984, \$13,000 (\$12,000) coverage.

Weekly Indemnity - Benefit increases to \$150 (\$140) per week. Effective April 1, 1984, \$160.

Dental Plan - Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.

Pension Plan: Employer Contribution - 18¢ (15¢) per hour worked per employee.

Budd Canada Inc. at Kitchener - Local 1451, Auto Workers (CLC): A 24-month renewal agreement effective from April 23, 1983 to April 22, 1985, covering 1,233 employees, settled during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/84</u>
	General Increase	28¢
	Labourer	\$11.76 2.4% (\$11.48)
	Die Setter	\$12.90 (\$12.62)
	Tool and Die Maker	\$14.25 (\$13.97)

Previous rates reflect \$2.06 COLA fold-in.

Above rates are for the non-incentive schedule. Incentive rates received COLA fold-ins in amounts sufficient to produce an overall increase commensurate with the hourly schedule.

Hiring Rate - 85% of start rate increasing to 100% after 50 days of work (new).

Cost of Living Allowance: 10¢ float continues.

1¢ per 0.26 point rise in the combined U.S./Canada Consumer Price Index - 1967=100. Adjusted quarterly, beginning with the May 1983 index over the average index for the base months of January to March 1983. (Basic formula is unchanged.) Effective November, 1984, the Canada Consumer Price Index - 1967=100.

Paid Personal Holidays: Eliminated. (Previously, 8 days per year.)

Health and Welfare: Life Insurance - \$24,500 (\$19,000) coverage.  
A.D. & D. - \$12,250 (\$9,500) coverage.

# ELECTRICAL PRODUCTS

Inglis Ltd. at Toronto - Locals 2900 and 4487, United Steelworkers (AFL-CIO/CLC):

Two 36-month renewal agreements effective from April 1, 1983 to March 31, 1986, covering 741 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	May 15/83	Apr. 1/84	Mar. 31/85
General Increases		16¢	10¢	10¢
Cola Fold-in		75¢		
Job Class Increments*		16¢ (15¢)	17¢	18¢
Job Class 3 (includes Light Assembler)		\$10.30 (\$9.39)	\$10.40	\$10.50
Job Class 5 (includes Labourer)		\$10.46 (\$9.55)	\$10.56	\$10.66
Job Class 16 (includes Automatic Screw Machine Operator)		\$11.36 (\$10.45)	\$11.46	\$11.56

Previous rates reflect COLA fold-ins totalling \$1.40.

Above rates are taken from the Measured Day Work Wage Scale, which represents the majority of employees. Rates are somewhat higher than the Standard Hourly Wage Scale.

\* Applies to the Standard Hourly Wage Scale only.

Cost of Living Allowance: 1¢ per 0.35 point rise in the Consumer Price Index - 1971=100. Adjusted quarterly, beginning with the average index for the period January to March, 1983 over the December, 1982 base index month. To be folded into wages on April 1, 1984 and March 31, 1985. (Basic formula is unchanged.)

Adjustments will be reduced by 4¢ on April 29, 1984, and by 2¢ on April 28, 1985 to fund the Short Work Week Plan.

Shift Premium: Effective May 15, 1983, 0-27¢-27¢ (0-26¢-26¢). Effective April 1, 1984, 0-28¢-28¢. Effective March 31, 1985, 0-29¢-29¢.

Health and Welfare: Life Insurance and A.D. & D. - Effective May 15, 1983, \$11,000 (\$10,500) coverage. Effective April 1, 1984, \$11,500. Effective March 31, 1985, \$12,000.

Dental Plan - Effective May 15, 1983, coverage is based on the 1982 (1980) Ontario Dental Association fee schedule. Effective March 31, 1985, the 1983 ODA fee schedule.

Pension Plan: Basic Benefit - Effective May 15, 1983, \$13.00 (\$11.50) per month per year of service.

Early Retirement (new) - Employee age 62 or over at the date the Dryer Operation is moved may retire with an unreduced pension. For employee with four months or more from the date of early retirement, \$200 per year of service to a maximum of 30 years in either a lump sum or monthly payments until age 65. For employee with less than four months from date of early retirement, 40 hours per week at the Standard Hourly Rate until age 65.

Mileage Allowance: 25¢ (21¢) per mile.

Safety Shoe Allowance: Effective April 1, 1984, \$30 (\$25) per year. Effective May 31, 1983, \$35.

Prescription Safety Glasses: Effective May 15, 1983, \$30 (\$25) every 2 years. Effective March 31, 1985, \$35.

Short Work Week Plan (previously, the Supplementary Unemployment Benefit Plan): Effective May 15, 1983, employer contributes 8¢ per hour worked, until April 29, 1984, when 4¢ is replaced by COLA payments. Effective April 1, 1984, 10¢ per hour worked until April 28, 1985, when 2¢ is replaced by COLA payments.  
Effective June 30, 1984, benefits equal the difference between 40 and the employee's compensated or available hours, times 80% of his standard hourly rate plus 80% of any applicable out-of-line differential in effect at the time. If the fund is less than \$75 per person, only 75% of the benefit will be paid.

Severance Pay: 1 week's pay per full year of service up to a maximum of 26 weeks, for employee with 5 or more full years of service, or with less than 5 full years' service, if the lay-off is a direct result of the Dryer move. (Previously, 2 weeks' pay after 5 full years of service, 4 weeks after 10 years, 8 weeks after 15 years and 12 weeks after 20 years.)

AEL Microtel Limited at Brockville - Local 526, Electrical Workers (IUE) (CLC): A 24-month renewal agreement effective from May 12, 1983 to May 11, 1985, covering 622 employees\*, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

\*Includes 144 employees currently on lay-off status.

Wages:	Effective	May 12/83	May 12/84
	Increases	2.1%-7.8% depending on classi- fication**	5%

	<u>May 12/83</u>	<u>May 12/84</u>
Labour Grade A (1) (includes Light Operator)	\$9.37-\$9.87 (\$9.20-\$9.38)	\$9.84-\$10.36
Labour Grade L (27) (includes Tool & Die Maker)	\$12.02-\$12.65 (\$10.81-\$11.98)	\$12.62-\$13.28

\*\*Labour Grades 1 to 28 reclassified to Labour Grades A to M.

Probationary period is 60 days worked. Maximum rates are reached after a maximum period of 18 months by increments of at least 5¢ per hour every 4 months.

Cost of Living Provision: Inoperative, as previously.

Health and Welfare: OHIP - Employer pays \$28.35 (\$23) per month single coverage and \$56.70 (\$46) married coverage.

Semi-Private Hospitalization and Extended Health Care - Employer pays \$8.64 (\$6.60) per month for single employees and \$25.25 (\$19.39) married employees.

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective May 12, 1984, the 1984 ODA fee schedule.

Pension Plan: Basic Benefit - \$14 (\$13) per month per year of service. Effective May 12, 1984, \$15.

Safety Shoe Allowance: Maximum of \$22 (\$20) per pair for 2 pairs annually. Effective May 12, 1984, \$24.

Prescription Safety Glasses: \$19.50 (\$18.50). Effective May 12, 1984, \$20.50.

Canadian General Electric Company Ltd. at Guelph, Peterborough, Scarborough and Toronto - Local 164, Technical Engineers (AFL-CIO/CLC): Four 24-month renewal agreements effective from January 1, 1983 to December 31, 1984, covering 212 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	<u>Effective</u>	<u>Jan. 1/83</u>	<u>July 4/83</u>	<u>Jan. 2/84</u>
Increases		\$13.60-\$24.40	\$4	\$6.80-\$14
COLA Fold-in		\$31.60		
	<u>Weekly Rates</u>			
Junior Draftsman (Peterborough)		\$401.71 (\$356.51)	\$405.71	\$412.51

	<u>Jan. 1/83</u>	<u>July 4/83</u>	<u>Jan. 2/84</u>
Senior Designer	\$564.03 (\$509.23)	\$568.03	\$581.23

Previous rates reflect \$31.20 COLA fold-in.

Cost of Living  
Allowance:

Effective in 1983, 1¢ per 0.32 point rise in the Consumer Price Index - 1971=100, between June and September. Folded into rates December 31, 1983.

Effective in 1984, 3 quarterly adjustments starting December 1983 to March 1984. (Basic formula is unchanged.)

Health and  
Welfare:

A.D. & D. - Effective May 3, 1983, benefits are payable if death or loss of sight or limb occurs within 1 year (90 days) of injury. Benefits continue for employees on lay-off between age 55 and 60, with 10 years' service (new).

Weekly Indemnity - Effective May 3, 1983, benefits are payable for a totally disabled employee from the first day if a surgical procedure is performed while registered as an out-patient in an approved hospital.

Major Medical - Maximum paramedic claim of \$175 (\$150) per year and maximum claim for hearing aid of \$350 (\$300) every 2 (3) years.

Drug Plan - Benefits are available to retirees and their spouses (new).

Dental Plan - Maximum benefit increases to \$750 (\$500) per member per year. Effective May 3, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective January 1, 1984, the 1982 ODA fee schedule.

Pension Plan:

Long Term Disability benefit recipients, who recover and return to work for 6 months without a recurrence, receive credited service for the period of time on LTD that pension benefits accrued, provided at the time of recovery pension benefits were being accrued.

Early Retirement - Employee may retire at age 60 (62) with an unreduced pension. Also applies to disability pension and pre-retirement spouse pension.

50% Survivorship Option Reinstatement Factor - 100% reinstatement if spouse dies within 1 year of retirement, 80% within 2 years, 60% within 3 years, 40% within 4 years and 20% within 5 years.

Retraining  
Allowance:

Up to \$1,000 (\$750) in the event of a plant closure.

Layoff  
Benefits:

Effective May 3, 1983, \$231 (\$175) per week.

Severance  
Pay:

1 1/2 (1) weeks' pay per year of service at age 55 after 20 years of service.

Sangamo Canada at Toronto - Lodge 1755, Machinists (AFL-CIO/CLC) (production, maintenance and shipping employees): A 24-month renewal agreement effective from April 2, 1983 to April 2, 1985, covering 475 employees\*, settled at the conciliation officer stage. Duration of negotiations - 3 months.

\* Includes 200 employees currently on lay-off status.

Wages:	Effective	<u>Apr. 2/83</u>	<u>Apr. 2/84</u>
	General Increases	5%	5%
	Labour Grade 11 (includes Assembler Bench-Misc.)	\$6.90-\$7.72 (\$6.57-\$7.35)	\$7.24-\$8.11
	Labour Grade 6 (includes Punch Press Operator)	\$8.52-\$9.53 (\$8.11-\$9.08)	\$8.95-\$10.01
	Labour Grade 1 (includes Electrician- Maintenance)	\$10.60-\$11.82 (\$10.09-\$11.26)	\$11.13-\$12.41

Probationary period is 75 days worked. Maximum rates are reached after 12 months.

Health and Welfare: Weekly Indemnity - Effective May 1, 1983, benefit increases UIC maximum. (Previously, \$220 maximum).

Dental Plan - Effective May 1, 1983, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

#### NON-METALLIC MINERAL PRODUCTS

Raybestos Canada Inc., at Peterborough - Local 5141, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1983 to April 30, 1986, covering 204 employees\*, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

\* Includes 37 employees currently on lay-off status.

Wages:	Effective	<u>May 1/83</u>	<u>Nov. 1/83</u>	<u>May 1/84</u>
	General Increases	75¢	25¢	50¢
	Group 2 (includes Material Handler)	\$8.59-\$8.79 (\$7.84-\$8.04)	\$8.84-\$9.04	\$9.34-\$9.54
	Group 9 (includes Electrician)	\$9.81-\$10.01 (\$9.06-\$9.26)	\$10.06-\$10.26	\$10.56-\$10.76

Effective	<u>Nov. 1/84</u>	<u>May 1/85</u>	<u>Nov. 1/85</u>
General Increases	50¢	50¢	50¢
Group 2 (includes Material Handler)	\$9.84-\$10.04	\$10.34-\$10.54	\$10.84.-\$11.04
Group 9 (includes Electrician)	\$11.06-\$11.26	\$11.56-\$11.76	\$12.06-\$12.26

Maximum rates are reached upon completion of the 45 working day probationary period.

Health and  
Welfare:

Weekly Indemnity - Benefit increases to \$175 (\$160) per week.  
Effective May 1, 1984, \$200 per week. Effective May 1, 1985,  
\$250 per week.

Drug Plan - 80%/20% (75%/25%) co-insurance.

Dental Plan - Coverage is based on the 1983 (1981) Ontario Dental  
Association fee schedule.

Pension Plan:

Basic Benefit - \$9.50 (\$8.00) per month per year of service.  
Effective May 1, 1984, \$11.00.

TRANSPORTATION

Hendrie and Company Limited, province-wide - Railway, Transport and General Workers  
(CLC): A 27-month renewal agreement effective from January 1,  
1983 to March 31, 1985, covering 260 employees, settled at  
conciliation officer stage. Duration of negotiations - 6 weeks.

Wages:

Effective	<u>Mar. 27/83</u>	<u>Oct. 2/83</u>
General Increases	20¢	15¢
Additional Adjustment	50¢ for Mechanic and Machinery Moving foreman	
Truck Driver	\$10.50 (\$10.30)	\$10.65
Mechanic	\$12.25 (\$11.55)	\$12.40
Effective	<u>Apr. 1/84</u>	<u>Sept. 30/84</u>
General Increases	30¢	30¢
Truck Driver	\$10.95	\$11.25
Mechanic	\$12.70	\$13.00

Mileage Rates (new) - 24.8¢ per mile. Effective October 2, 1983  
25.1¢ per mile. Effective April 1, 1984, 25.7¢ per mile.  
Effective September 30, 1984, 26.3¢ per mile.

Cost of Living Provision:	Deleted. (Previously, 11¢ per 1% increase in the Consumer Price Index - 1971=100. Triggered at 8% annually.)
Health and Welfare:	<u>Weekly Indemnity</u> - Benefit increases to \$231 (\$210) per week. Payable, as previously, on a 1-5-15 basis.
Pension Plan:	Effective July 4, 1983, employer/employee contributions are 2.5% each of gross pay. Effective January 1, 1984, 3.5% each and effective July 1, 1984, 4% each. (Previously employer contributed \$30 per month per employee, and employee contributed \$10 per month.)

Motor Transport Industrial Relations Bureau of Ontario Inc., Tank Truck Division, Ontario and Quebec - Locals 91, 106, 880, 938 and 990, Teamsters (Ind.) (drivers and maintenance employees): Two 36-month renewal agreements effective from December 1, 1982 to November 30, 1985, covering 275 Ontario employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	May 2/83	Dec. 1/83	Dec. 1/84
General Increases		75¢	75¢	\$1.10
Skilled Trades Adjustment		25¢ for Mechanic "A"		
<u>Drivers Agreement</u>				
Driver		\$11.44 (\$10.69) <sup>7.0</sup>	\$12.19 <sup>6.5</sup>	\$13.29 <sup>9.0</sup>
<u>Maintenance Agreement</u>				
Group 4 (includes General Labour)		\$10.98 (\$10.23)	\$11.73	\$12.83
Group 1 (includes Motor Vehicle Mechanic Class A)		\$12.88 (\$11.88)	\$13.63	\$14.73
<u>Mileage Rates per mile</u>				
Sleepers		29.880¢ (28.380¢)	31.380¢	33.580¢
Others		26.175¢ (24.675¢)	27.675¢	29.875¢
Trains		27.375¢ (25.875¢)	28.875¢	31.075¢
Sleeper Trains		31.260¢ (29.760¢)	32.760¢	34.960¢

Lump Sum Payment:	\$150 per employee per month worked from December 1982 to April 1983 inclusive, in lieu of retroactivity.
Cost of Living Allowance:	10¢ per hour worked and 0.25¢ per mile driven per 1% increase in the Consumer Price Index - 1971=100, above the September base in each year of the agreement with review periods ending on September 30, 1985. Triggers at 5% annually. Calculated and paid monthly as a lump sum. Total payments made during the first and second year divided by 12 will be folded into the base rates October 1, 1983 and October 1, 1984. (Previously, adjusted annually, with review periods ending on September 30 of each year, and with a lump sum payment in November of each year. No scheduled fold-ins.)
Crown Witness Leave (new):	Employer pays the equivalent of a 10-hour day for Drivers and an 8-hour day for Maintenance employees, less fees received, for each day of leave.
Health and Welfare:	<u>Employer Contribution</u> - Effective November 2, 1982, \$117 (\$102) per month per employee to fund.
Pension Plan:	<u>Employer Contribution</u> - Effective November 2, 1982, \$205 (\$185) per month per employee to fund.

#### COMMUNICATION

Canadian Broadcasting Corporation, system-wide - Broadcast Employees (CLC): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from June 28, 1983 to June 27, 1985, covering 1,000 Ontario employees.

Wages:	Effective	<u>June 28/83</u>	<u>June 28/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	Group 1 (includes Television Assistant)	\$16,109-\$20,720 (\$15,197-\$19,547)	\$16,914-\$21,756
	Group 4 (includes TV Technician)	\$19,746-\$29,321 (\$18,628-\$27,661)	\$20,733-\$30,787
	Group 8 (includes Quality Control Technician)	\$28,231-\$34,523 (\$26,633-\$32,569)	\$29,643-\$36,249

Probationary periods is 3 months. Maximum rates are reached after 4 years for Group 1 employees, after 6 years for Group 4 employees, and after 3 years for Group 8 employees.

Acting Pay: Negotiations continuing on premium pay for employee who is temporarily assigned to perform work of a higher classification.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Canadian Broadcasting Corporation, system-wide - Canadian Union of Public Employees

(CLC) (office and professional unit): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from June 27, 1983 to June 26, 1985, covering 1,250 Ontario employees.

Wages:	Effective	<u>June 27/83</u>	<u>June 27/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	Group 1 (Office Junior)	\$12,143-\$12,542 (\$11,456-\$11,832)	\$12,751-\$13,169
	Group 7 (includes Research Assistant-Information)	\$23,866-\$29,728 (\$22,513-\$28,045)	\$25,057-\$31,214
	Group 9 (includes Sales Promotion Representative)	\$31,851-\$40,263 (\$30,046-\$37,984)	\$33,441-\$42,276

Probationary periods are 3 months for Group 1 employees and 6 months for Groups 7 and 9 employees. Maximum rates are reached after 1 annual increase for Group 1 and after 6 for Groups 7 and 9.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Canadian Broadcasting Corporation, system-wide - Canadian Union of Public Employees

(CLC) (production unit): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from June 27, 1983 to June 26, 1985, covering 1,148 Ontario employees.

Wages:	Effective	<u>June 27/83</u>	<u>June 27/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	Group 1 (Designer's Helper)	\$17,083-\$18,472 (\$16,116-\$17,426)	\$17,937-\$19,395
	Group 3 (includes Camera Operator)	\$19,973-\$21,595 (\$18,842-\$20,373)	\$20,971-\$22,675

	<u>June 27/83</u>	<u>June 27/84</u>
Group 9 (Film Editor-in-Charge)	\$31,918-\$34,511 (\$30,111-\$32,558)	\$33,514-\$36,237

Probationary periods are 3 months for Group 1 employees, 3 or 6 months for Group 3 employees and 6 months for Group 9 employees. Maximum rates are reached after 3 annual increases.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

## ELECTRIC POWER, GAS AND WATER UTILITIES

### North York City Hydro Electric Commission - Local 11, Canadian Union of Public

Employees(CLC): Two 12-month agreements effective from April 1, 1983 to March 31, 1984, covering 319 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from April 1, 1982 to March 31, 1984.

Wages:                      Effective                      Apr. 1/83

General Increase                      4.37%\*

#### Outside Employees

Group 8 (includes                      \$10.38-\$12.22  
Labourer)                      (\$9.95-\$11.71)

Group 3 (includes                      \$15.58  
Const. Mtce. Lineman                      (\$14.93)  
Journeyman)

Group 1 (includes                      \$16.71-\$17.28  
Technical Draftsman)                      (\$16.01-\$16.56)

Probationary period is 6 months. Maximum rates for Labourer and Technical Draftsman are reached after 12 months.

#### Inside Employees 35 Hour Week

Group 1 (File Clerk)                      \$256.91-\$367.00  
(\$246.15-\$351.63)

Group 11 (Programmer                      \$600.43-\$638.12  
Analyst)                      (\$575.29-\$611.40)

#### 40 Hour Week

Group 6 (includes                      (\$675.72-\$737.04)  
Engineering Technician                      (\$647.43-\$706.18)  
2nd Grade)

Probationary period is 6 months. Maximum rates are reached after 3 years.

\* 0.63% is diverted from the 5% maximum allowable increase to fund benefits negotiated for the second year of the original agreement as well as the increase in Paid Holidays under this agreement.

Cost of Living Provision: Inoperative. (Previous provision provided that effective April 1, 1983, 1% per full 1% change in the Consumer Price Index - 1971=100, using March 1983 as the base month. Triggered at 10.6%. Adjusted quarterly.)

Paid Holidays: 1 floating day is added for a total of 13 days.

For details of previous agreement, see page 328 of the June, 1982 Report.

#### WHOLESALE TRADE

Ontario Produce Company, Oshawa Foods Division of the Oshawa Group Limited at Malton and Toronto - Local 419, Teamsters (Ind.): A 24-month renewal agreement effective from March 6, 1983 to March 9, 1985, covering 530 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 6/83	Mar. 11/84
General Increases		\$1.05	\$1.05
Additional Adjustment		5¢ for two classifications	
Packager		\$11.12-\$12.90 (\$10.07-\$11.85)	\$12.17-\$13.95
Maintenance Mechanic		\$14.17 (\$13.12)	\$15.22

Probationary period is 30 working days. Maximum rate for Packager is reached after 3 annual increases.

#### RETAIL TRADE

Zehrs Markets (Division of Zehrmart Limited) at various locations - Local 1977, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 2, 1983 to December 29, 1984, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>May 22/83</u>	<u>Jan. 1/84</u>
	Increases*	\$1.05 for full-time empls. 75¢ for part-time empls.	\$1.05 for full-time empls. 75¢ for part-time empls.
	Cashier/Wrapper Service Clerk	\$6.67-\$10.58 (\$6.14-\$9.53)	\$7.19-\$11.63
	Meat Cutter	\$7.83-\$11.77 (\$7.30-\$10.72)	\$8.35-\$12.82

\*Increases are retroactive to January 2, 1983, and are prorated from 50% at the start to 100% at the top of each classification.

Probationary period is 25 worked days. Maximum rates are reached after eight 3-month increases.

The following benefits are effective May 29, 1983 unless otherwise stated.

Night Crew Chief  
Premium (Full-time): \$1.10 (\$1.00) per hour worked.

Night Shift  
Premium: 70¢ (65¢) per hour.

Night Shopping  
Premium (Full-time): \$1.25 (\$1.00) for each hour worked after 6:00 p.m.

Office Clerk  
(Back-up)  
Premium (new): 50¢ per hour for all hours worked.

Refrigeration  
Check Premium \$15 for the first half hour and two times the regular hourly rate thereafter (previously a flat rate of \$15).

Acting Pay: 25¢ per hour over regular hourly rate for employee temporarily assigned to a higher classification after 2 consecutive shifts worked in such classification (new). \$1.00 (90¢) per hour over regular hourly rate for employee relieving the Store Manager for more than 1 day for all hours worked in such classification.

Vacation Pay  
(Part-time): 6% after 4 (5) years' service, 8% after 9 years (new) and 9% after 15 years (new).

Bereavement  
Leave (Part-time) (new): For employee who has completed probationary period, 1 day's paid leave to attend the funeral of a parent, spouse, brother, child and sister.

Crown Witness  
Leave (Full-time) (new): Employer pays the difference between fees received and regular salary for employees subpoenaed as a witness on behalf of the company.

Health and  
Welfare:

Weekly Indemnity - Benefit increases to 66 2/3% of weekly earnings to maximum benefit of \$240 (\$220) for full-time employees. Effective January 1, 1984, \$260.

Long Term Disability - Benefit increases to \$900 (\$800) per month, for full-time employees. Effective January 1, 1984, \$1,000.

Dental Plan - Effective May 29, 1983, employer contributes 10¢ (7¢) per hour worked.

Pension Plan:

Employer Contribution - Effective March 6, 1983, 30¢ (20¢) per hour worked. Effective December 30, 1984, 34¢ and effective January 5, 1986, 38¢.

Education  
Fund:

Employer contributes 2¢ (1¢) per hour worked, to a maximum of 78¢ (39¢) per week per employee.

EDUCATION AND RELATED SERVICES

Essex County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1982 to August 31, 1983, covering 470 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:

Effective	<u>Sept. 1/82</u>
Increase	8% for Teacher; 7% for Principal
Teacher-Category D 0-4 years	\$14,465-\$20,704 (\$14,321-\$19,170)
Teacher-Category A1 0-10 years	\$19,200-\$32,782 (\$17,778-\$30,353)
Teacher-Category A4 0-10 years	\$22,669-\$39,978 (\$20,990-\$37,016)
Principal (under 18 teachers) 0-4 years	\$41,170-\$45,410 (\$38,476-\$42,438)
Principal (18 or more teachers) 0-6 years	\$41,170-\$47,415 (\$38,476-\$44,315)

Previous rates reflect 4.27% COLA fold-in.

Cost of Living  
Provision:

Deleted. (Previously, quarterly payments equal to monthly salaries times 75% of the monthly increase in the Consumer Price Index - 1971=100, above the base of August 31, 1981.)

Responsibility  
Allowances:

Vice-Principal - \$1,378-\$2,756 (\$1,300-\$2,600)  
0-2 years  
Media Co-ordinator - \$3,500 (\$3,300)  
Co-ordinator - \$2,650 (\$2,500)  
Satellite Leader - \$477 (\$450)

Essex County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A  
12-month agreement effective from September 1, 1982 to August 31, 1983, covering 547 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>
	Increase	8% for Teacher; 6.5% for Vice-Principal, 7% for Principal
	Teacher-Category I 0-10 years	\$19,200-\$32,782 (\$17,778-\$30,353)
	Teacher-Category IV 0-10 years	\$22,669-\$39,978 (\$20,990-\$37,016)
	Vice-Principal 0-3 years	\$44,075-\$47,225 (\$41,385-\$44,341)
	Principal 0-3 years	\$49,365-\$53,475 (\$46,134-\$49,977)

Previous rates reflect 4.27% COLA fold-in.

Cost of Living Provision: Deleted. (Previously, quarterly payments equal to monthly salaries times 75% of the monthly increase in the Consumer Price Index - 1971=100, above the base of August 31, 1981.)

Responsibility Allowances: Director - \$2,756 (\$2,600)  
Major Department Head - \$2,544 (\$2,400)  
Minor Department Head - \$1,431 (\$1,350)  
Assistant Department Head - \$1,113 (\$1,050)

Lakehead Board of Education - Local 2486, Canadian Union of Public Employees (CLC):  
A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 240 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5% with a minimum of \$1,000 per year
	Cafeteria	\$6.699 (\$6.218)
	Head Custodian - Secondary School	\$10.740-\$11.033 (\$10.229-\$10.508)
	Maintenance A- with Trade or 5 years experience	\$11.796-\$12.091 (\$11.234-\$11.515)

Probationary period is 3 months. Maximum rates are reached after three 6-month increases.

Cost of Living  
Provision:

Inoperative. (Previously, 1¢ per full 0.35 point increase in the Consumer Price Index for Thunder Bay - 1971=100, above the December 1981 base index month. Triggered at 10% and capped at 13%. Paid monthly and folded into base wage rates on December 31, 1982. Formula did not trigger.)

Lambton County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 640 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category 1 0-5 years	\$15,299-\$21,074 (\$14,570-\$20,070)
	Teacher-Category 4 0-11 years	\$18,974-\$32,834 (\$18,070-\$31,270)
	Teacher-Category 7 0-12 years	\$23,699-\$41,234 (\$22,570-\$39,270)
	<u>Principal</u>	
	0-15 rooms 0-2 years	\$43,859-\$45,959 (\$41,770-\$43,770)
	Over 15 rooms 0-2 years	\$44,909-\$47,009 (\$42,770-\$44,770)
Responsibility Allowances:	Vice-Principal 0-2 years	\$1,680-\$2,730 (\$1,600-\$2,600)
	Consultant	\$2,730 (\$2,600)

Lambton County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 450 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category 1 0-11 years	\$19,486-\$33,307 (\$18,558-\$31,721)
	Teacher-Category 4 0-12 years	\$23,657-\$42,420 (\$22,530-\$40,400)

Sept. 1/83

Vice-Principal	\$46,412-\$49,982
0-2 years	(\$44,202-\$47,602)

Principal except East Lambton S.S.	\$53,043-\$56,868
0-2 years	(\$50,517-\$54,160)

Responsibility Allowances:	Assistant Chairman	\$998 (\$950)
	Assistant Department Head	\$1,260 (\$1,200)
	Assistant Technical or Commercial Director, and Senior Teacher	
	Minor Head	\$1,365 (\$1,300)
	Chairman	\$2,048 (\$1,950)
	Major Head	\$2,520 (\$2,400)
	Technical or Commercial Director	\$2,730 (\$2,600)

London City Board of Education - Local 190, Canadian Union of Public Employees (CLC):

Two 12-month agreements effective from May 1, 1983 to April 30, 1984, covering 329 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>May 1/83</u>
	General Increase	5%
	Custodian Grade 2	\$8.42* (\$8.02)
	Custodian Grade 5	\$11.08 (\$10.55)

\* Rate also applies to Custodian Grade 1, part-time.

Metropolitan Separate School Board at Toronto - Local 1328, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A  
12-month agreement effective from January 1, 1983 to December 31, 1983, covering 525 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$750 per year*

Weekly Rates

Grade I (includes Mail Clerk)	\$210.42-\$255.42 (\$196.00-\$241.00)
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Jan. 1/83

Grade VIII \$526.05-\$621.60  
(Programmer/Analyst) (\$501.00-\$592.00)

Probationary period is 6 months. Maximum rates are reached after 6 years.

Lump Sum Payment\*: Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment. Pro-rated for part-time employees based on hours worked per year.

Oxford County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the post mediation bargaining stage following a work stoppage and a 12-month agreement effective September 1, 1982 to August 31, 1983, revised subject to the provisions of the Inflation Restraint Act, 1982. Both agreements cover 343 employees. Duration of negotiations - 23 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
Increases		12% for Teacher; 10.25% for Principal and Vice Principal	9%
Teacher - Group 1 0-11 years		\$17,195-\$28,188 (\$15,353-\$25,168)	\$18,743-\$30,725
Teacher - Group 4 0-11 years		\$20,373-\$36,512 (\$18,190-\$32,600)	\$22,207-\$39,798
Principal 0-3 years		\$45,260-\$49,253 (\$41,052-\$44,674)	\$49,333-\$53,686
Vice Principal 0-3 years		\$41,400-\$43,795 (\$37,551-\$39,723)	\$45,126-\$47,737

Responsibility Allowances:	Effective	<u>Sept. 1/81</u>		<u>Sept. 1/82</u>	
		<u>Qualified</u>	<u>Unqualified</u>	<u>Qualified</u>	<u>Unqualified</u>
	Director and Major Head	\$2,769 (\$2,564)	\$2,061 (\$1,908)	\$3,018	\$2,246
	Minor Head	\$1,899 (\$1,758)	\$1,016 (\$941)	\$2,070	\$1,107
	Assistant Director and Assistant Head	\$1,219 (\$1,129)	\$882 (\$817)	\$1,329	\$961
	Subject Chairman	\$929 (\$860)	\$581 (\$538)	\$1,013	\$633

	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
	<u>Qualified</u>	<u>Qualified</u>
Consultant	\$3,019 (\$2,795)	\$3,291
Adjustment Counsellor (new)		\$3,291

Renfrew County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1982 to August 31, 1983, covering 410 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>	
Increase		9% for Teacher; 8% for Principal and Vice Principal	
Teacher-Category I 0-11 years		\$16,876-\$32,067 (\$15,483-\$29,419)	
Teacher-Category IV 0-12 years		\$21,941-\$39,659 (\$20,129-\$36,384)	
Principal 0-3 years		\$49,373-\$53,185 (\$45,716-\$49,245)	
Vice Principal 0-3 years		\$43,697-\$47,785 (\$40,460-\$44,245)	
		<u>Qualified</u>	<u>Unqualified</u>
Responsibility	Technical & Commercial		
Allowances:	Director		
	A - 4 or more full timetables	\$3,344 (\$3,155)	\$2,872 (\$2,709)
	B - 2 or 3 full timetables	\$2,997 (\$2,827)	\$2,272 (\$2,143)
	Major Department Head - 4 or more timetables	\$3,092 (\$2,917)	\$2,587 (\$2,441)
	Minor Department Head - 2 or 3 timetables	\$2,587 (\$2,441)	\$1,924 (\$1,815)
	Assistant Department Head	\$1,389 (\$1,310)	
	Librarian	\$1,389 (\$1,310)	
	Subject Co-ordinator	\$1,389 (\$1,310)	

Scarborough Borough Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1982 to August 31, 1983, covering 2,300 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	9%
	Teacher - Category I 0-10 years	\$18,665-\$32,128 (\$17,124-\$29,475)
	Teacher - Category IV 0-10 years	\$22,435-\$40,025 (\$20,583-\$36,720)
	<u>Vice-Principal</u>	
	Junior High School 0-3 years	\$41,322-\$45,226 (\$37,910-\$41,492)
	Secondary School 0-3 years	\$43,273-\$47,174 (\$39,700-\$43,279)
	Co-ordinator 12-month term	\$47,785-\$51,685 (\$43,839-\$47,417)
	Assistant Co-ordinator 12-month term	\$44,577-\$48,474 (\$40,896-\$44,472)
	<u>Principal</u>	
	Junior High School 0-3 years	\$48,439-\$52,339 (\$44,439-\$48,017)
	Secondary School 0-3 years	\$50,590-\$54,487 (\$46,413-\$49,988)

Previous rates for Principal include a \$600 annual Expense Allowance which had been paid as a separate allowance. Effective September 1, 1982, the \$600 allowance is incorporated into annual salaries prior to applying the general increase.

Cost of Living Provision:	Deleted. (Previously, effective September 1, 1981, monthly calculations of 1% per 1% increase in the Metropolitan Toronto Consumer Price Index - 1971=100. Triggered at 110.3% of the CPI for August 1981. Paid as a lump sum following the last calculation for August 1982.)
Health and Welfare:	<u>Dental Plan</u> - Effective May 1, 1983, employer pays 100% (75%) of premium costs. Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Welland County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 620 employees, revised subject to the provision of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	General Increases	8%	5%
	Teacher - Level 1 0-6 years	\$13,953-\$19,791 (\$12,920-\$18,325)	\$14,651-\$20,781
	Teacher - Level 4 0-12 years	\$18,451-\$32,281 (\$17,085-\$29,890)	\$19,374-\$33,895
	Teacher - Level 7 0-13 years	\$22,572-\$39,938 (\$20,900-\$36,980)	\$23,701-\$41,935

Responsibility Allowances:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
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Principal

Group 1, 0-100 pupils	\$5,136 (\$4,800)	\$5,393
Group 2, 101-300 pupils	\$6,206 (\$5,800)	\$6,516
Group 3, 301-500 pupils	\$7,276 (\$6,800)	\$7,640
Group 4, 501-700 pupils	\$8,346 (\$7,800)	\$8,763
Group 5, 701+ pupils	\$9,844 (\$9,200)	\$10,336

Vice-Principal - One-half principal's allowance.  
Co-ordinator - Same as principal, Group 2.  
Consultant - Same as Principal, Group 1.

Carleton University at Ottawa - Academic Staff Association (Ind.) (professors, librarians and instructors): A 24-month agreement effective from May 1, 1983 to April 1985, covering 600 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from May 1, 1982 to April 30, 1985.

Wages:	Effective	<u>May 1/83</u>	<u>May 1/84</u>
	General Increases	5%	Wage Reopener
	Librarian I	\$18,340 (\$17,460)*	

	<u>May 1/83</u>	<u>May 1/84</u>
Librarian IV	\$31,580 (\$30,070)*	
Instructor I	\$17,180 (\$16,360)	
Instructor III	\$23,370 (\$22,250)	
Lecturer	\$19,090 (\$18,180)	
Assistant Professor	\$23,860 (\$22,720)	
Associate Professor	\$29,830 (\$28,400)	
Professor	\$39,370 (\$37,490)	

\* Previous rates were revised as a result of a Salary Rationalization Plan, retroactive to January 1, 1983.

For details of previous agreement, see page 147 of the March, 1982 Report.

University of Ottawa - University Professors (Ind.): A 12-month agreement effective from May 1, 1983 to April 30, 1984, covering 1,079 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from May 1, 1981 to April 30, 1984.

Wages:	Effective	<u>May 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year

Minimum Annual Rates

Language Teacher 1	\$18,793 (\$17,793)
Language Teacher 4	\$27,352 (\$26,050)
Counsellor 1	\$20,052 (\$19,052)

	<u>May 1/83</u>
Counsellor 4	\$37,681 (\$35,887)
Librarian 1	\$20,444 (\$19,444)
Librarian 5	\$31,248 (\$29,760)
Lecturer	\$22,404 (\$21,337)
Assistant Professor	\$25,743 (\$24,517)
Associate Professor	\$33,112 (\$31,535)
Professor	\$42,688 (\$40,655)

University of Western Ontario, Food Services Department at London - Local 2692,  
Canadian Union of Public Employees (CLC): A 12-month agreement effective from May 1, 1983 to April 30, 1984, covering 240 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>May 1/83</u>
	Increase	5% with a minimum \$750 per year, except employees at the top of their job classification, receive a \$1,000 minimum per year
	Food Services	\$5.72-\$6.56
	Assistant/Porter	(\$5.36-\$6.08)
	Chef/Baker	\$8.96-\$10.54 (\$8.53-\$10.03)
	Maximum rates for Food Services Assistant/Porter are reached after two 6-month and two 1-year increases, and for Chef/Baker, after four 1-year increases.	

University of Western Ontario, Physical Plant Department at London - Local 2361,  
Canadian Union of Public Employees (CLC): A 12-month agreement effective from May 1, 1983 to April 30, 1984, covering 330 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>May 1/83</u>
	Increase	5%, with a minimum of \$750 per year; except employees at the top job classification for their category and Service Workers receive a \$1,000 minimum per year
	Service Worker I	\$6.86 (\$6.38)
	Caretaker Intermediate I	\$8.81* (\$8.36)
	Electrician	\$13.54 (\$12.89)

\* Reflects a 3¢ adjustment to maintain equity between the caretaking classifications.

University of Windsor - Local 210, Service Employees International (AFL-CIO/CLC): A  
12-month agreement effective from May 1, 1983 to April 30, 1984, covering 285 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from May 1, 1982 to April 30, 1984.

Wages:	Effective	<u>May 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year

Monthly Rates

Secretarial/ Clerical C	\$914-\$995 (\$830-\$911)
Scientific Buyer	\$1,660-\$1,984 (\$1,576-\$1,889)

Probationary period is 60 calendar days. Maximum rates for Secretarial/Clerical C are reached after 3 annual increases, and for Scientific Buyer after 5 annual increases.

For details of previous agreement, see page 430 of the July, 1982 Report.

York University at Toronto - Local 1356, Canadian Union of Public Employees (CLC)  
(maintenance, services and plant operations employees): A  
12-month agreement effective from May 1, 1983 to April 30, 1984, covering 250 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>May 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year
	Cleaner I (Days)	\$8.03 (\$7.55)
	Trades III (includes Electrician)	\$14.18 (\$13.50)

York University at Toronto - Faculty Association (Ind.) (professors, lecturers and librarians): A 12-month agreement effective from May 1, 1983 to April 30, 1984, covering 964 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>May 1/83</u>
	Increase	5% on salary floors; 5% minimum on actual salaries. An additional \$1,055 per year applied to actual salary prior to 5%, providing salary does not increase to more than \$35,000 per year

Annual Salary Floors

Lecturer	\$19,960 (\$19,010)
Assistant Professor	\$24,402 (\$23,240)
Professor	\$39,360 (\$37,490)
Assistant Librarian	\$20,748 (\$19,760)
Senior Librarian	\$33,453 (\$31,860)

HEALTH AND WELFARE SERVICES

Ontario Council of Administrators of Teaching Hospitals at Toronto and other centres - Professional Association of Internes and Residents of Ontario (Ind.): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 2,507 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	Interne	\$24,474 (\$23,309)
	Resident 1	\$27,279 (\$25,980)
	Resident 5	\$35,816 (\$34,110)
Administrative Bonuses:	\$2,100 (\$2,000) per year for Chief Resident; \$1,050 (\$1,000) per year for Senior Resident.	
Meal Allowance:	\$3.10 (\$2.50) per meal which occurs during scheduled duty periods over and above regular hours.	

Riverside Hospital at Ottawa - Canadian Union of Operating Engineers (CCU): A 12-month agreement effective from March 26, 1983 to March 25, 1984, covering 217 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Mar. 26/83</u>
	General Increase	5%
	Press Operator	\$8.07-\$8.37 (\$7.69-\$7.97)
	R.N.A.	\$9.01-\$9.61 (\$8.58-\$9.15)
	Receiver	\$9.07-\$10.51 (\$8.64-\$10.01)

Probationary period is 90 calendar days, which may be extended with the written consent of the parties. Maximum rates for Press Operator are reached after 2 annual increases, for R.N.A. after 3 annual increases and for Receiver after 4 annual increases.

St. Vincent Hospital at Ottawa - Local 796, International Operating Engineers (AFL-CIO/CFL) (service employees): A 12-month agreement effective from April 1, 1983 to March 31, 1984, covering 440 employees revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Apr. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year

Apr. 1/83

Monthly Rates

Maid	\$1,238-\$1,403 (\$1,155-\$1,320)
R.N.A.	\$1,428-\$1,593 (\$1,345-\$1,510)
Electrician	\$1,958-\$2,132 (\$1,865-\$2,030)

Probationary period is 65 worked days for all employees except temporaries. Maximum rates are reached after 3 years.

Victoria Hospital Corporation at London - Local 106, Ontario Public Service Employees (NUPGE) (CLC) (full-time technical employees and medical laboratory technologists and technicians): Two 12-month agreements effective from January 1, 1983 to December 31, 1983, covering 240 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:                      Effective                      Jan. 1/83

General Increase                      5%

Laboratory  
(Monthly Rates)

Non-Registered Technician	\$1,688-\$1,880 (\$1,608-\$1,790)
Junior Technologist	\$1,995-\$2,186 (\$1,900-\$2,082)
Laboratory Scientist	\$2,441-\$2,730 (\$2,325-\$2,600)

Probationary period is 3 months. Maximum rates are reached after 4 annual increases.

Metropolitan Toronto Association for the Mentally Retarded - Local 2191, Canadian Union of Public Employees (CLC): Three 12-month agreements effective from July 1, 1983 to June 30, 1984, covering 400 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:                      Effective                      July 1/83

Increase                      5%, with a  
minimum of  
\$750 per year

July 1/83

Annual Rates

Residential Services  
(Full-time)

Residential	\$12,158-\$13,874
Counsellor 1-A	(\$11,408-\$13,124)

Residential	\$18,162-\$20,885
Counsellor III	(\$17,297-\$19,890)

Vocational and Industrial Services  
(Full-time)

Instructor II	\$16,898-\$19,433
	(\$16,093-\$18,508)

Vocational	\$23,936-\$27,527
Counsellor III	(\$22,796-\$26,216)

Probationary period is 65 working days for full-time employees and 500 straight-time hours for part-time employees. Maximum rates are reached on merit.

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club (Mutuel Department, Standardbred Race Operations), province-wide  
- Local 528, Service Employees International (AFL-CIO/CLC): A  
12-month renewal agreement effective from January 1, 1983 to December 31, 1983, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 4/83</u>
	Increase	\$4.20 per day for Seniority employees; \$1.25 per day for Non-Seniority employees

Daily Rates

Messenger	\$54.55
Bettor	(\$50.35)

Terminal	\$71.95
Operator	(\$67.75)

Lump Sum Payment: \$4.10 for Seniority and \$1.25 for Non-Seniority employee times each full day worked from January 1, 1983 to May 3, 1983 in lieu of retroactivity. This payment to be considered part of the employee's gross wages for purposes of vacation pay calculations and pension contributions.

Health and  
Welfare (Senior-  
ity Empls.):

OHIP - Employer pays 100% of premium costs in effect as of January 1, 1983 (1982).

Weekly Indemnity - 66 2/3% of basic weekly wage rate for a maximum of 26 weeks, with a minimum of \$250 per week for employee earning \$71.95 or more per day. (Previously, maximum benefit of \$250 per week.)

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

## PERSONAL SERVICES

Maple Leaf Village Investments Inc. at Niagara Falls - Local 442, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1983 to December 31, 1985, covering 450 employees\*, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

\* Includes 150 employees currently on lay-off status.

Wages:	Effective	Jan. 1/83	May 30/83	Sept. 1/83
	General Increases	4%		5%
	Additional Adjustments		5¢ on top rates for 3 classifications	
	Waitress or Waiter	\$3.74 (\$3.60)		\$3.93
	Carpenter	\$5.52 (\$5.31)		\$5.80
	Cook I	\$7.39 (\$7.11)		\$7.76
	Effective	Jan. 1/84	Sept. 1/84	Jan. 1/85
	General Increases	4%	5%	8%
	Additional Adjustments	5¢ on top rates for 1 classification		
	Waitress or Waiter	\$4.09	\$4.29	\$4.63
	Carpenter	\$6.03	\$6.33	\$6.84
	Cook I	\$8.07	\$8.47	\$9.15
Paid Vacation:	4 weeks after 12 (14) years' service.			

Health and  
Welfare:

Dental Plan (new) - Effective January 1, 1985, for employees with 6 months' service, employer pays 100% of premium costs for a basic dental plan, with a deductible of \$25 per individual. Coverage is based on the 1983 Ontario Dental Association fee schedule.

# FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Local 2228, Electrical Workers (IBEW) (AFL-CIO/CFL) (electronics group): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from May 12, 1983 to May 11, 1985, covering 935 Ontario employees.

Wages:	Effective	May 12/83	May 12/84
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	EL-1	\$15,828-\$23,165 (\$14,932-\$21,854)	\$16,619-\$24,323
	EL-4	\$26,304-\$32,012 (\$24,815-\$30,200)	\$27,619-\$33,613
	EL-9	\$41,284-\$49,476 (\$38,947-\$46,675)	\$43,348-\$51,950

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

National Research Council of Canada - Professional Institute (Ind.) (research officers and research council officers): A 12-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from June 20, 1983 to June 19, 1984, covering 902 Ontario employees.

Wages:	Effective	June 20/83
	General Increase (PSCRA)	6%
	<u>Annual Rates</u>	
	Junior Research Officer/Research Council Officer 1	\$21,259-\$26,112 (\$20,056-\$24,634)
	Associate Research Officer/Research Council Officer 3	\$40,693-\$51,045 (\$38,390-\$48,156)

June 20/83

Principal Research	\$60,925-\$65,396
Officer/Research	(\$57,476-\$61,694)
Council Officer 5	

National Research Council of Canada - Research Council Employees' Association (Ind.)  
(operational category, supervisory and non-supervisory employees): Under the provision of section 6 (2) of the Public Sector Compensation Restraint Act, the agreement covering 285 Ontario employees effective from January 29, 1982 to March 27, 1983, is amended and extended from January 31, 1983 to January 30, 1985.

Wages:	Effective	<u>Jan. 31/83</u>	<u>Jan. 31/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	Driver	\$17,756-\$19,228 (\$16,751-\$18,140)	\$18,644-\$20,189
	Electrician	\$27,400-\$29,596 (\$25,849-\$27,921)	\$28,770-\$31,076

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

For details of previous agreement, see page 776 of the December, 1981 Report.

#### LOCAL ADMINISTRATION

York Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 350 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	4.31%*
	Constable 4th Class	\$20,936 (\$20,071)
	Constable 1st Class	\$31,229 (\$29,939)
	Staff Inspector	\$45,720 (\$43,831)

\*0.69% is diverted from the 5% maximum allowable increase, to fund the supplementary pension plan.

Pension Plan: OMERS Type 3 Supplementary Benefit - Employer contributes .69% of the cost of providing service benefits (employee contributed .67% of salary).

## CONSTRUCTION

### Metropolitan Toronto and Vicinity Residential Low-Rise Forming Contractors

Association - Local 183, Labourers (AFL-CIO): A 23-month renewal agreement effective from May 21, 1983 to April 30, 1985, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months. Previous agreement expired April 30, 1983.

Wages:	Effective	<u>May 21/83</u>	<u>Nov. 1/83</u>	<u>May 1/84</u>
	General Increases	50¢	45¢	65¢
	Labourer	\$13.35 (\$12.85)	\$13.80	\$14.45
	Steel Installer	\$14.80 (\$14.30)	\$15.25	\$15.90
Welfare Fund:	Effective May 1, 1984, employer contributes \$1 (75¢) per hour worked.			
Pension Fund:	Effective May 1, 1984, employer contributes 55¢ (30¢) per hour worked.			

### Metropolitan Toronto Apartment Builders Association (Apartment Builders) - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1983 to April 30, 1985, covering 325 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/83</u>	<u>Nov. 1/83</u>	<u>May 1/84</u>
	Package Increases	72¢	28¢	74¢
	General Increases	66¢	25¢	45¢
	Apartment Builder	\$12.01 (\$11.35)	\$12.26	\$12.71
Welfare Fund:	Effective May 1, 1984, employer contributes 90¢ (75¢) per hour worked.			
Pension Fund:	Effective May 1, 1984, employer contributes 40¢ (30¢) per hour worked.			

Metropolitan Toronto Apartment Builders Association (House Builders) - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from May 2, 1983 to April 30, 1985, covering 325 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

	Effective	May 2/83	Nov. 1/83	May 1/84
	Package Increases	43¢	44¢	61¢
Wages:	General Increases	25¢	40¢	46¢
	House Builder	\$11.60 (\$11.35)	\$12.00	\$12.46
Overtime Pay:	Time and one-half (double time) for all hours worked on a Saturday.			
Welfare Fund:	Employer contributes 90¢ (75¢) per hour worked.			
Pension Fund:	Effective May 1, 1984, employer contributes 40¢ (30¢) per hour worked.			

Ontario Form Work Association - Form Work Council of Ontario: A 24-month renewal agreement effective from May 1, 1983 to April 30, 1985, covering 900 employees, settled at the conciliation officer stage. Duration of negotiations - 1 1/2 months.

	Effective	May 9/83	Nov. 1/83	May 1/84
Wages:	General Increases	50¢	45¢	\$1.05
	<u>International Operating Engineers, Local 793</u>			
	Operator-Forklift	\$16.50 (\$16.00)	\$16.95	\$18.00
	Operator-Skyway-type Crane	\$18.00 (\$17.50)	\$18.45	\$19.50
Reporting Pay:	Minimum of 1 hour's pay; or a minimum of 3 hours at normal hourly rate if requested to remain beyond the 1 hour reporting time. (Previously, minimum of 4 hours' pay or 2 hours when work was not available due to inclement weather).			
Welfare Fund:	Effective May 1, 1984, employer contributes 45¢ (30¢) per hour worked.			
Pension Fund:	Effective May 1, 1984, employer contributes \$1.10 (\$1.00) per hour worked.			

	<u>May 9/83</u>	<u>Nov. 1/83</u>	<u>May 1/84</u>
<u>Labourers</u>			
<u>Local 597, Muskoka and Peterborough - Zone 2</u>			
Form Helper	\$12.11 (\$11.61)	\$12.56	\$13.61
Form Builder - Setter	\$15.06 (\$14.56)	\$15.51	\$16.56
<u>Local 183, Toronto</u>			
Form Helper	\$14.16 (\$13.66)	\$14.61	\$15.66
Form Builder- Setter	\$15.66 (\$15.16)	\$16.11	\$17.16
Reporting Pay:	Minimum of 1 hour's pay; or a minimum of 3 hours at normal hourly rate if requested to remain beyond the 1 hour reporting time. (Previously, minimum of 2 hours' pay).		
Welfare Fund:	Effective May 1, 1984, employer contributes 90¢ (75¢) per hour worked for Local 183; 62¢ (47¢) for Locals 1081 and 1059; \$1.05 (90¢) for Locals 1036 and 837; 95¢ (80¢) for Local 597; and 69¢ (54¢) for Local 493.		
Pension Fund:	Effective May 1, 1984, employer contributes 40¢ (30¢) per hour worked for Locals 183 and 1036; 70¢ (60¢) for Locals 1081 and 837; 60¢ (50¢) for Local 247; 90¢ (80¢) for Local 597; 50¢ (40¢) for Local 1059; and 85¢ (75¢) for Local 493.		
Industry Fund:	Effective November 1, 1984, employer contributes 6¢ (4¢) per hour worked.		

#### ADDENDUM

#### April 1983 Settlements

#### SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories) at Chalk River and Deep River - Atomic Energy Allied Council: A 12-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from April 1, 1983 to March 31, 1984, covering 544 employees, and implemented in April, 1983.

Wages:	Effective	<u>Apr. 1/83</u>
	General Increase (PSCRA)	6%

	<u>Apr. 1/83</u>
Stationary Engineer	\$9.36
Trainee Class 2	(\$8.83)
(Group 1)	
Stationary Engineer	\$11.13
Class 4 (Group 5)	(\$10.50)
Control Mechanic	\$14.15
(Group 10)	(\$13.35)

#### LOCAL ADMINISTRATION

Hamilton-Wentworth Regional Board of Commissioners of Police - Police Association  
(Ind.): A 12-month agreement effective from January 1, 1983 to Decemer 31, 1983, covering 640 employees, revised subject to the provisions of the Inflation Restraint Act, 1982, and implemented in April 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	<u>Annual Rates</u>	
	Constable 3rd Class	\$24,733.65 (\$23,555.81)
	Constable 1st Class	\$31,303.29 (\$29,812.61)
	Staff Sergeant	\$39,432.96 (\$37,555.40)

Negotiations in Progress during May 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
Alcan Canada Products Ltd., Kingston	Machinists (AFL-CIO/CLC) (maintenance empls.)	290	M
Arrow Co., Div. of Cluett Peabody and Co. of Canada Ltd., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	661	B
Atomic Energy of Canada Ltd. (Chalk River Nuclear Labora- tories), Chalk River and Deep River	Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC) (production and maintenance empl.s.)	409	R
Boots Drug Stores (Canada) Ltd., province-wide	Food and Commercial Workers (AFL- CIO/CLC) (full-time and part-time service and retail clerks)	750	B
F.G. Bradley Co. Ltd., Toronto	Food and Commercial Workers (AFL- CIO/CLC) (production, maintenance and technical empl.s.)	200	C
Brampton City Corp.	CUPE (CLC)	200	R
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	R
Camco Inc., Hamilton	Electrical Workers (UE) (CLC)	840	P
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO) (production, maintenance and shipping empl. and stationery engineers)	210	B
Canadian General Electric Co. Ltd., Guelph, Peterborough and Toronto	Technical Engineers (AFL-CIO/CLC)	240	C
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	R
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	579	B
Chatham Public General Hospital Society	Service Employees Intl. (AFL-CIO/CLC)	210	R
Christie Brown and Co. Ltd. (Biscuit Production), Toronto	Bakery and Tobacco Workers (AFL-CIO/ CLC)	528	B

\*See page 297 for definition of codes

Negotiations in Progress during May 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Chromalox Canada, Div. of Canadian Corporate Management, Toronto	Auto Workers (CLC)	450	C0
R. Clarke and Co. Ltd., Toronto	Food and Commercial Workers (AFL- CIO/CLC)	234	C0
Colgate Palmolive Canada, Toronto	Teamsters (Ind.)	265	B
Collingwood Shipyards, a Div. of Canadian Shipbuilding and Engineering Ltd., Collingwood	United Steelworkers (AFL-CIO/CLC)	800	C0
Commodore Business Machines Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	200	C0
Courtaulds (Canada) Inc., Cornwall	Clothing and Textile Workers (AFL- CIO/CLC)	475	B
Dominion Textile Inc., Penmans Div., Brantford, Cambridge and Paris	Clothing and Textile Workers (AFL- CIO/CLC)	598	B
Dominion Forest Products (Woodlands Div.), Red Rock	Carpenters (AFL-CIO)	230	C0
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,029	RL
Durham Regional Municipality	CUPE (CLC)	324	RL
E.B. Eddy Forest Products Ltd. (Woods Operation), Espanola	Carpenters (AFL-CIO)	235	MED
Electrohome Ltd., Cambridge	Auto Workers (CLC)	266	PCB
John Forsyth Co. Ltd., Kitchener, Toronto and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	455	B
Labriel of Canada, Etobicoke	Machinists (AFL-CIO/CLC) (production empls.)	445	MED/WS
Latex Canada Inc., Brantford	Rubber Workers (AFL-CIO/CLC)	321	MED/WS
General Foods Ltd., Cobourg	Food and Commercial Workers (AFL- CIO/CLC)	600	B
General Tire Canada Ltd., Tire Div., Barrie	Rubber Workers (AFL-CIO/CLC)	614	C0

Negotiations in Progress during May 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Ne St
Greb Industries, a Div. of Warrington Inc., Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	230	
Gulf Canada Products Co. (Clarkson Refinery), Mississauga	Energy and Chemical Workers (CLC)	300	
Hamilton City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	500	
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,300	
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	
Hamilton Street Railway Co. and Canada Coach Lines	Transit Union (AFL-CIO/CLC)	809	
Heintzman Ltd., Whitby	Upholsterers (AFL-CIO/CLC)	520	DA
ITT Aimco Div., Mississauga and Toronto	United Steelworkers (AFL-CIO/CLC)	345	
Inter-Bake Foods Ltd., London	Grain Millers (AFL-CIO/CLC) (production, maintenance, shipping empls. and drivers)	694	
Interforest Ltd., Durham	Woodworkers (AFL-CIO/CLC)	200	
Kellogg Salada Canada Ltd., London	Grain Millers (AFL-CIO/CLC)	600	
Lakehead Terminal Elevators Assn. - Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	
Mattabi Mines Ltd., Ignace	United Steelworkers (AFL-CIO/CLC)	276	
Modern Building Cleaning (A Div. of Dustbane Enterprises), Toronto	CUPE (CLC) (full-time and part-time empls.)	300	

\*\* Federal jurisdiction

Negotiations in Progress during May 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
ewlands Textiles Inc., Cambridge	Natl. Council of Canadian Labour (Ind.)	220	B
niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	580	RL
orfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	222	RL
orthern Telephone Ltd., province-wide	Communications Workers (CLC)	234	B
orton Co., Electric Furnace Plant, Niagara Falls	Teamsters (Ind.)	200	B
ntario Carpentry Contractors Assn.	Carpenters (AFL-CIO)	700	PCB
ntario Heavy Construction Assn.	Carpenters (AFL-CIO)	500	CO
ttawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,170	RL
ttawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,428	RL
ttawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC)	1,600	PCB
amour Porcupine Mines, Pamour, Ross and Schumacher Divs., Pamour	United Steelworkers (AFL-CIO/CLC) (mine empls.)	800	MED/WS
Pioneer Chain Saw Corp. Inc., Peterborough	United Steelworkers (AFL-CIO/CLC)	245	MED
Pipeline Contractors Assn. of Canada	Intl. Operating Engineers (AFL-CIO/CFL)	375	B
Pipeline Contractors Assn. of Canada	Labourers (AFL-CIO)	600	B
Port Weller Dry Docks (Div. of Upper Lakes Shipping Ltd.), St. Catharines	Electrical Workers (IBEW) (AFL-CIO/CFL) and Boilermakers (AFL-CIO/CFL)	469	B
Renfrew County Corp. (Bonnechere Manor)	CUPE (CLC)	208	RL

Negotiations in Progress during May 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg. Sta.
Robertshaw Controls Canada Inc., Toronto	Electrical Workers (UE) (CLC)	291	M
St. Joseph Religious Hospitallers of Hotel Dieu of Kingston	OPSEU (NUPGE) (CLC)	301	R
Samuel, Son and Co. Ltd., Mississauga	United Steelworkers (AFL-CIO/CLC)	260	B
Sault Ste. Marie Board of Education	CUPE (CLC) (caretakers, maintenance and store empls.)	225	R
Sault Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers Fed. (Ind.)	410	R
Sault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	365	R
Scarborough Borough Public Util- ities Commission	Utility Workers (Ind.)	236	R
Silverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto	Teamsters (Ind.)	287	C
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	780	R
TRW Canada Ltd., Thompson Products Div., St. Catharines	Employees' Assn. (Ind.)	710	B
Thunder Bay City Corp.	Police Assn. (Ind.)	210	R
Thunder Bay City Corp. (Cumberland Hall, Dawson and Grandview Lodges)	Service Employees Intl. (AFL-CIO/CLC)	400	R
Toronto and District Carpentry Contractors Assn.	Carpenters (AFL-CIO)	200	P
Trailmobile Canada, Brantford	Auto Workers (CLC)	397	W
Uniroyal Ltd., (Tire Factory and Rubber Machine Shops), Kitchener	Rubber Workers (AFL-CIO/CLC)	1,200	M
University of Toronto	Faculty Assn. (Ind.)	3,000	R
Wabco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	269	M

Negotiations in Progress during May 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
ork County Hospital, Newmarket	Ont. Nurses' Assn. (Ind.) (full-time and part-time nurses)	367	ARB
<u>More than One Province</u>			
oots Drug Stores (Canada) Ltd., Ontario and Manitoba and Boots Drug Stores (Western) Ltd., Saskatchewan and Calgary and Edmonton, Alta.	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time service and retail clerks)	750	B
imberly-Clark of Canada Ltd., Quebec, Ontario and Manitoba	Cdn. Paperworkers (CLC) (production empls.)	730	B

Negotiations in Progress during May 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DAC - Disputes Advisory Committee
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- RL - Restraint Legislation
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in June 1983

Employer and Location	Union	No. of Empls.
CL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	275
Canadian Broadcasting Corp., province-wide	Broadcast Employees (CLC) (technicians)	830
Canadian Standards Assn., Toronto	CUPE (CLC)	350
Carleton University, Ottawa	CUPE (CLC) (clerical, technical, service and administrative empls.)	601
Carlton Cards Ltd., Toronto	Independent Greeting Card Workers' Union of Canada (Ind.)	700
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	579
Chateau Laurier Hotel, Ottawa	Railway, Transport and General Workers (CLC)	600
Colgate Palmolive Canada, Toronto	Teamsters (Ind.)	265
Collingwood Shipyards, a Div. of Canadian Shipbuilding and Engineering Ltd., Collingwood	United Steelworkers (AFL-CIO/CLC)	800
Consolidated Bathurst Inc. (Wood Products Div.), Braeside	Woodworkers (AFL-CIO/CLC)	200
Dominion Textile Inc., Penmans Div., Brantford, Cambridge and Paris	Clothing and Textile Workers (AFL-CIO/CLC)	598
Durham Regional Municipality	CUPE (CLC)	324
Etobicoke General Hospital	Service Employees Intl. (AFL-CIO/CLC)	425
Falconbridge Nickel Mines, Falconbridge	United Steelworkers (AFL-CIO/CLC)	550
General Tire Canada Ltd., Tire Div., Barrie	Rubber Workers (AFL-CIO/CLC)	614
Halton Board of Education	CUPE (CLC)	225
Halton Board of Education	Employees' Association (Ind.) (office, clerical and technical empls.)	255
ITT Aimco Div., Mississauga and Toronto	United Steelworkers (AFL-CIO/CLC)	345
Lakehead University, Thunder Bay	University Professors (Ind.)	260

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in June 1983

Employer and Location	Union	No. of Empls.
Lee Canada Inc., North Bay	Clothing and Textile Workers (AFL-CIO/CLC)	250
Liquor Control Board and Liquor Licence Board, province-wide	Ont. Liquor Board Employees (NUPGE) (CLC)	3,000
Metropolitan Toronto Separate School Board	CUPE (CLC) (caretakers and maintenance empls.)	740
Mississauga City Corp. Transit Div.	Transit Union (AFL-CIO/CLC)	293
Ontario Jockey Club (Woodbine and Greenwood Race Tracks), Toronto	Hotel Employees (AFL-CIO/CLC)	283
Peel Board of Education	CUPE (CLC) (maintenance and service empls. and drivers)	425
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	400
Port Arthur Shipbuilding Co., Thunder Bay	United Steelworkers (AFL-CIO/CLC)	300
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.)	583
St. Catharines General Hospital	Service Employees Intl. (AFL-CIO/CLC)	250
Simcoe County Board of Education	Ont. Public Service Employees (NUPGE) (CLC)	244
Sudbury Board of Education	CUPE (CLC)	421
Toronto East General and Orthopaedic Hospital	Service Employees Int'l. (AFL-CIO/CLC)	280
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	6,843
University of Toronto	Faculty Assn. (Ind.)	3,000
University of Toronto	Service Employees Intl. (AFL-CIO/CLC)	700
University of Toronto Libraries	CUPE (CLC)	330
University of Waterloo	CUPE (CLC) (plant and food services)	400
University of Windsor	University Professors (Ind.)	504

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in June 1983

Employer and Location	Union	No. of Empls.
Wellesley Hospital, Toronto	Service Employees Intl. (AFL-CIO/CLC)	358
West Park Hospital, Toronto	Service Employees Intl. (AFL-CIO/CLC)	276



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Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
JUNE 1983



RESEARCH BRANCH  
ONTARIO MINISTRY OF LABOUR



## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in June 1983 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in June 1983. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in July 1983.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour.



# Contents

Page

Highlights .....	i
Index to Settlements Reported .....	301
June 1983 Settlements	
Food and Beverage .....	308
Rubber and Plastics Products .....	309
Leather .....	312
Wood .....	313
Furniture and Fixture .....	313
Printing, Publishing and Allied .....	314
Primary Metal .....	315
Metal Fabricating .....	316
Machinery .....	317
Transportation Equipment .....	318
Electrical Products .....	322
Petroleum and Coal Products .....	323
Miscellaneous Manufacturing .....	324
Forestry .....	325
Mines .....	326
Transportation .....	328
Electric Power, Gas and Water Utilities .....	331
Education and Related Services .....	332
Health and Welfare Services .....	360
Miscellaneous Services .....	362
Federal Administration .....	362
Local Administration .....	364
Addendum	
December 1982 Settlement .....	365
April 1983 Settlement .....	366
May 1983 Settlements .....	367
Negotiations in Progress during June 1983	
Covering 200 or More Employees .....	375
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in July 1983 .....	
	380



## Highlights

Alcan Settlements. Two major renewal agreements between Alcan Canada Products and unions representing the company's 1,000 employees at the Kingston Works were settled in mid-June with the help of a mediator. The settlements were reached during two concurrent sets of negotiations involving 710 members of the United Steelworkers of America (USWA) and 290 members of the International Association of Machinists (IAM) covered by separate agreements which opened up on May 17, 1983. The contentious issues at all stages of the 3 1/2 month-long negotiations were the company's proposal to institute continuous operations for both units and the related matters of seniority and transfers within the various departments at the aluminum rolling mill. The system of 24-hour-a-day and 7-day-a-week work schedules was first proposed by the company during the 1978 bargaining round and, at that time, the request sparked a 15-week work stoppage. The strike ended with an agreement on the introduction of such schedules in certain areas, with regular employees having the first choice of working the extended production shifts.

The 1983 settlements were achieved on June 15 and were approved four days later by a solid majority of the USWA and the IAM members. The crucial non-monetary matters were resolved by the company's consent not to alter the existing seniority rules, in return for the unions' acceptance of management's right to substitute continuous 7-day schedules for the the present work hours in any department. The earliest implementation date of the new system was set for October 1, 1983 and the current premium for continuous work was increased to \$1 per hour. The workers will be given 90 days notice (45 days if the change is made in 1984) in order to enable those opting out of the new arrangement to apply for transfer elsewhere in the bargaining unit.

Among the new monetary terms of the three-year contracts was a general wage increase of \$1.57 per hour, with the initial rise of 55 cents (52.5 cents for labour grade 1) and a fold-in of 28.6 cents in past COLA payments, both retroactive to May 18, 1983. In addition, there was a staged incremental increase of 5 cents, bringing the job class differentials to 22.5 cents on the contracts' third anniversary date. During the final year, the existing cost-of-living escalator, triggered at 5 per cent and capped at 40 cents per hour, will be reactivated to produce adjustments of one cent per 0.3 point rise in the Consumer Price Index. Other negotiated improvements included increases in shift premiums and in safety shoes and meal allowances. The increases in wages, including the higher job differentials, averaged 6.3, 5.1 and 5.0 per cent in each of the successive years of the new contracts. The same monetary terms have, in the past, been extended to the plant's guard unit covered by an agreement expiring at the end of September.

Along with the Kingston Works, the largest Canadian aluminum fabricating facility, Alcan operates eight smaller plants in Ontario, with a unionized workforce of about 1,000 represented by the USWA and three other unions. The employees are covered by nine agreements, only three of which were due for renewal in 1983. New settlements for the three units, all located in Toronto, were recently reached with mediation assistance, in two instances following a work stoppage. The strike issues mainly involved wage and benefit parity with other Alcan units in the province. The first settlement, at Alcan Foils division, was accepted in late March by 89 members of the International Printing and Graphic Communications Union. The two-year contract included general wage increases of 6 and 5 per cent in the first and second year respectively. A similar agreement was ratified following a 9-

week strike by 104 members of the Metal Foil Workers' Union (CLC) at the same plant in early May. The remaining settlement, at the Building Products division, was concluded during a 7-week strike which was marked by an incident involving the death of a worker hit by a truck crossing the picket line. Under the new three-year contract, the 87 USWA members received an average wage increase of about 21 per cent spread over the new term ending December 31, 1985. In the last year of the contract, a new COLA clause, with adjustments capped at 25 cents, will go into effect if inflation exceeds 6 per cent.

In the meantime, the company also signed a new contract with its 1,760 unionized workers at the Kitimat, B.C. Alcan Smelter and Chemicals operations. The two-year agreement called for a general wage increase of 5 per cent effective July 24, 1983, three months after the previous contract expired, followed by a 7 per cent increase next July 24, as well as continued cost-of-living adjustments. The new pact also provided a \$200 signing bonus, a 15 cents per hour trade adjustment and improved benefits.

The 1983 Alcan Canada agreements substantially differed from the concurrent U.S. pacts covering over 46,000 aluminum workers at three major producers - Aluminum Company of America, Kaiser Aluminum and Chemical Corporation and Reynolds Metal Company. The new, nearly identical agreements, superseding the previous contracts that expired May 31, 1983, included a three-year wage freeze and a modified COLA escalator. Although the present formula (with an adjustment factor of 0.3 in the first two years and 0.26 in the final year) was continued, it will be triggered each year only after a 1.5 per cent rise in the inflation rate. Other changes included elimination of two personal holidays, less frequent extended vacations, temporary suspension of vacation bonuses, a special retirement supplement and higher employer contributions toward Supplementary Unemployment Benefits.

The American aluminum sector settlements reflected the U.S. industry's experience with one of the worst recessions in years, which prompted extensive layoffs and a cut in plant utilization rates to an average of 57 per cent. World demand fell in 1982 for the third consecutive year, precipitating a 30 per cent drop in aluminum prices on metal markets. At Alcan Canada, these developments contributed to a \$58 million loss in 1982, but nonetheless the company came out of the recession in better shape than its American competitors. This was credited to Alcan's controversial strategy to operate at 88 per cent of its plant capacity, permitting the company to minimize layoffs and plant shutdowns and to maintain the workforce at a stable level. Alcan also has a distinct cost advantage over the other producers, due to a low cost of energy coming from the company-owned hydroelectric power sources. The higher level of plant utilization, coupled with lower ingot prices, allowed the company to expand its business relationship with China, a major customer for many years. The Chinese demand for aluminum ingots helped Alcan to keep up smelter operating rates during the 1981-82 recession.

Alcan is also a major world-wide supplier to the can manufacturing industry. The first Canadian aluminum beverage can plant is scheduled to be started up in Montreal this fall by Continental Can Canada, where steel can lines are to be phased out in a year. Alcan is also developing a new method of producing can stock at its Saguenay, Quebec operations. The company expects a strong demand for aluminum cans, once their sales are allowed in other provinces.

Can Container Industry Settlements. American Can Canada and two locals of the Can Workers' Federal Union (CLC) agreed in mid-June to extend for two years their current agreement covering the company's 670 plant emplo-

yees in Simcoe, Ontario and Montreal, Quebec. The existing three-year agreement, originally covering the union's 600 members at the company's Hamilton plant as well, was last renewed in April 1981 and was scheduled to expire March 19, 1984.

Over the past two years, the company has undergone a far-ranging restructuring, following its U.S. parent's decision to divest itself of forestry operations and the Dixie cup business. In Ontario, the decision affected the firm's logging and pulp operations in Marathon and the Brampton plastic cup plant. The sales left American Can Canada with plants and offices in 16 locations across the country, including five metal fabricating plants in Ontario. Among them is the fully automated Whitby plant, opened last December, which is using tin plate to produce "two-piece" beverage cans, but can be adapted to use aluminum and steel. The plant operates 364 days a year, 24 hours a day and has 60 unionized employees under a contract running through November 30, 1985. The additional production capacity, as well as poor market conditions, brought about layoffs of some 200 workers at the Hamilton plant, which is still considered to be the key part of the company's facilities. These developments were a contributing reason for this year's separate negotiations on the contract extension at the latter plant.

During the negotiations, the Can Workers Union concentrated on improvements in job security provisions, including relocation allowances, severance pay and transfer rights to other plants. The resultant settlement, accepted by the Simcoe and Montreal units, called for a two-year extension of the existing agreement, with maintenance of present wage levels, supplemented by cost-of-living adjustments paid quarterly and folded-in at the end of each contract year. During the past two years, the COLA formula generated adjustments totalling \$2.33 per hour which had been incorporated into the wage rates. The settlement also included the company's commitment to provide severance pay and other benefits in accordance with the existing provisions in case of a plant closure.

The American Can settlement was designed to help maintain the company's competitive position with Continental Can Company of Canada, whose national labour agreement was revised shortly before the sale of the company's packaging business in Canada to CCL Industries took place. (The latter company began operating as Connecticut Chemicals Canada in 1951 and changed to its present name seven years ago). The original three-year agreement, covering Continental Can Company of Canada plants in five provinces, was scheduled to expire on February 19, 1984. The pact was based on an industry-wide settlement involving about 20,000 North American workers, at four major U.S. can manufacturers - American Can company, Continental Can Company, Crown Cork and Seal Company and National Can Corporation. The workers, including 2,000 in Canada, are represented by the United Steelworkers of America.

Last March, the union's Container Industry Conference approved a two-year extension of the master pact with a wage freeze until February 1986. The accord maintained quarterly COLA adjustments of one cent for each 0.3 point change in the U.S. Consumer Price Index (CPI-W), which during the last year of the extension period will be folded in annually instead of quarterly. Over the past two years, the formula generated adjustments amounting to \$1.36 per hour which were folded into the wage rates. The originally negotiated general wage increase of 15 cents per hour due on February 15, 1983 was maintained, but it was reduced by 2 cents because of a decrease in the CPI-W. Essentially the same terms were subsequently agreed to by the USWA members at Continental Can Company of Canada, including 975 hourly rated and salaried employees at the firm's five plants in Ontario.

Later this year, when the ownership change is finalized, the company's name is to be altered to Continental Can Canada Inc., division of CCL Industries Inc.

Teachers Settlements. During the month of June 54 collective agreements, involving close to 40,000 elementary and secondary school teachers employed by major school boards across Ontario, were renewed in compliance with the provincial Inflation Restraint Act, 1982. Of the 54 agreements, 45 were replacing agreements due to expire at the end of August 1983 and the remaining 9 were renewing contracts that expired a year earlier. Among the new agreements there was only one that pertained to the 1982/83 school year, while the remaining 53 accords were either of a two-year duration (8) or covered a one-year term (45), in both instances ending on August 31, 1984. The 53 agreements, plus another 8 signed in early July, brought to 77 the number of contracts covering the 1983/84 period. The new pacts affected about 57 per cent of the 95,000 public and separate school teachers under 128 existing agreements for units of 200 or more members.

The bargaining situations which remained unsettled with the commencement of summer vacations involved 49 contracts opening up on August 31, 1983, and two carried over from the previous year. The latter cover secondary school teachers in Sudbury (750) and Bruce County (220), where the implementation of the legislated compensation increases has been delayed because of disagreements on the matters of staffing and class sizes.

The staffing issue, related to the school boards' attempts to negotiate reductions in the number of teachers below the number calculated by an agreed formula (designed to deal equitably with falling enrolments), has been a critical one in many sets of negotiations for several years. However, contrary to general expectations based on budget problems and a declining number of students, the province's school systems laid off fewer teachers this summer than in recent years. In fact, some school boards hired more teachers for the 1983/84 year. As a result, and also because of the restraint program, the current negotiations dealt with non-monetary matters in only a few instances.

In line with the program, teacher-board contracts expiring in August 1983 were extended by one year with a 5 per cent increase in total compensation, while those expiring last August and not renewed prior to September 22, 1982, were subject to transitional provisions of the Act. The provisions stipulated annual compensation increases of 9 per cent for the initial extension year, with the 5 per cent ceiling applied during the following year. The Act suspended the right to strike, interest arbitration and collective bargaining for the duration of the program, but by mutual agreement, the parties could make changes to existing conditions that did not cause compensation to exceed the limits. In most instances, however, the parties elected to apply the allowable increase to salaries, including responsibility allowances which are considered a part of teachers' remuneration. Due to the ceilings imposed on compensation increases, cost-of-living provisions in all agreements subject to controls became inoperative.

In the case of longer term agreements, signed before the restraints were implemented, only the originally negotiated increases for the 1983/84 term were to be reduced to the allowable 5 per cent compensation increase. Among the major bargaining units affected were 500 separate school teachers in Essex County, 1,055 elementary and secondary school teachers in Frontenac County, and 350 elementary school teachers with the Stormont, Dundas and

Glengarry Counties Board of Education, all covered by two-year contracts due to expire on August 31, 1984, as well as 780 secondary school teachers in Windsor under a pact last renewed in September 1981.

The terms of one-year agreements covering the 1982/83 school year which were implemented prior to the enactment of the controls, were allowed to stand. These 65 major contracts, affecting close to 45,000 teachers, provided 1982/83 salary increases averaging 11.2 per cent, in contrast to an average of 8.8 per cent in agreements for the same period, but subject to the transitional provisions of the Act. That contributed to the widening of the salary differences between teachers within the same board, as well as within the school system that has tried to equalize teacher's salaries throughout Ontario. By the time the controls are scheduled to end in 1984, the gap in minimum annual salaries (as of July 1983) for teachers with a university degree will widen to a low of \$17,346 (Elgin elementary panel) and a high of \$23,080 (Windsor elementary panel) and for teachers at the top of the scale to between \$39,291 (Muskoka elementary panel) and \$44,444 (Carleton separate panel).



Index to Settlements Reported, June 1983

Employer and Location	Union	Page
Canadian Products Ltd., Kingston	United Steelworkers and Machinists (AFL-CIO/CLC)	315
American Can Canada Inc., Simcoe, Ont. and Montreal, Que.	CLC Directly Chartered	316
FG. Bradley Co. Ltd., Toronto, Ont. and Winnipeg, Man.	Food and Commercial Workers (AFL-CIO/CLC)	308
Euce County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	332
Erleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	333
Erleton Roman Catholic Separate School Board	Assn. des Enseignants Franco- Ontariens (Ind.)	333
Erleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	334
Erleton University, Ottawa	CUPE (CLC) (clerical, technical and administrative empls.)	357
Erilton Cards Ltd., Toronto	Ind. Greeting Card Workers (an affiliation of Intl. Assn. of Greeting Card Workers)	314
Eromalox Canada, Div. of Canadian Corporate Management Co. Ltd., Toronto	Auto Workers (CLC)	322
ER. Clarke & Co. Ltd., Toronto	Food and Commercial Workers (AFL- CIO/CLC)	312
Erfferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	334
Erham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	335
Erham Regional Municipality	CUPE (CLC) (inside empls.)	364
Est York Borough Corp.	CUPE (CLC) (inside and outside empls.)	365

Index to Settlements Reported, June 1983

Employer and Location	Union	Page
Eaton Yale Ltd., Suspension Div., Wallaceburg	Auto Workers (CLC)	318
E.B. Eddy Forest Products Ltd., Forestry Div., Espanola	Carpenters (AFL-CIO)	325
Electrohome Ltd., Cambridge	Auto Workers (CLC)	322
Ex-Cell-O Corp. of Canada Ltd. North American Special Machine Div., London	Molders (AFL-CIO/CLC)	317
Gates Canada Inc., Brantford	Rubber Workers (AFL-CIO/CLC)	311
Government of Canada (Treasury Board)	Professional Institute (PIPS) (Ind.) (meteorology group)	362
Government of Canada (Treasury Board)	PIPS (Ind.) (scientific research group)	363
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (financial administration group)	363
Grey County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	336
Gulf Canada Products Co., Clarkson Refinery, Mississauga	Energy and Chemical Workers (CLC)	323
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School School Teachers' Fed. (Ind.)	336
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	337
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	338
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL- CIO/CFL)	331
Hamilton Street Railway Co. and Canada Coach Lines Ltd., Hamilton	Transit Union (AFL-CIO/CLC) (hourly-rated and salaried empls.)	329
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	367

Index to Settlements Reported, June 1983

Employer and Location	Union	Page
Hintzman Ltd. (Sklar Div.), Whitby	Upholsterers (AFL-CIO/CLC)	313
Interbake Foods Ltd., London	Grain Millers (AFL-CIO/CLC) (production, maintenance, shipping empls. and drivers)	308
Interforest Ltd., Durham	Woodworkers (AFL-CIO/CLC)	313
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	338
Kent County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	367
Kitchener City Corp., Transit Div., Dept. of Transportation Services	Railway, Transport and General Workers (CLC)	330
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	339
Lincoln County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	368
Mark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	339
Norfolk and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	340
Norfolk and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	340
North Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	341
North Lincoln County Separate School	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	342
South London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	342

Index to Settlements Reported, June 1983

Employer and Location	Union	Page
London City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	368
Mattabi Mines Ltd., Ignace	United Steelworkers (AFL-CIO/CLC)	327
Metropolitan Separate School Board, Toronto	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	342
Mississauga City Corp., Transit Dept.	Transit Union (AFL-CIO/CLC)	330
Modern Building Cleaning, a Div of Dustbane Enterprises Ltd., Toronto-Dominion Centre	CUPE (CLC)	362
Municipal Tank Lines Ltd., province-wide	Teamsters (Ind.) (drivers and maintenance empls.)	328
NDT Management Assn., Canada-wide	Quality Control Council of Canada on behalf of Boilermakers and Plumbers (AFL-CIO/CFL) (technicians, trainees and helpers)	365
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	344
Nipissing Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	344
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	345
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	345
Norfolk County Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	369
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	346
North Shore District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	347

Index to Settlements Reported, June 1983

Employer and Location	Union	Page
Ontario Concrete and Drain Contractors Assn. Inc.	Labourers (AFL-CIO)	374
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees (NUPGE) (CLC) (support staff empls.)	356
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	370
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	370
Ottawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance empls.)	331
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	371
Pamour Porcupine Mines Ltd. (Pamour, Hollinger, Ross and Schumacher Divs.)	United Steelworkers (AFL-CIO/CLC) (mine and plant empls.)	326
Peel Board of Education	CUPE (CLC) (maintenance and service empls.)	347
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	348
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	371
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	372
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	348
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	373
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	373

Index to Settlements Reported, June 1983

Employer and Location	Union	Page
Pioneer Chain Saw Corp. Inc., Peterborough	United Steelworkers (AFL-CIO/CLC)	316
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	374
Queen's University, Kingston	CLC Directly Chartered	358
Renfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	349
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	349
Renfrew County Corp. (Bonnechere Manor)	CUPE (CLC)	361
Robertshaw Controls Canada Inc., Toronto	Electrical Workers (UE) (CLC)	324
Ryerson Polytechnical Institute Board of Governors, Toronto	Cdn. Educational Workers (Ind.) (part-time and sessional instructors)	366
Ryerson Polytechnical Institute Board of Governors, Toronto	Faculty Assn. (Ind.)	357
Sault Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	350
Sault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	351
Sault Ste. Marie District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	352
Scarborough General Hospital	Ont. Public Service Employees (NUPGE) (CLC)	360
Simcoe County Board of Education	Ont. Public Service Employees (NUPGE) (CLC)	352
Simcoe County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	353
Sunnybrook Hospital and 47 other Ontario hospitals	Service Employees Intl. (AFL- CIO/CLC)	360

Index to Settlements Reported, June 1983

Employer and Location	Union	Page
RW Canada Ltd., Thompson Products Div., St. Catharines	Employees' Assn. (Ind.) (hourly rated plant empls.)	319
Hunder Bay City Corp. (Grandview Lodge, Cumberland Hall and Dawson Court, Homes for the Aged)	Service Employees Intl. (AFL-CIO/CLC)	361
Simms District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	353
Imperial Ltd., Tire Factory and Rubber Machinery Shops, Kitchener	Rubber Workers (AFL-CIO/CLC)	309
University of Toronto	Cdn. Educational Workers (Ind.)	358
University of Waterloo	CUPE (plant operations and food services empls.)	359
Abco Ltd., Stoney Creek	Electrical Workers (UE) (CLC) (hourly-rated empls.)	320
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	354
Wilfrid Laurier University, Waterloo	Faculty Assn. (Ind.)	359
Windsor Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	355
York Region Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	355
York Region Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	356

FOOD AND BEVERAGE

F.G. Bradley Co. Ltd. at Toronto, Ontario and Winnipeg, Manitoba - Locals 709-3 and 216, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1983 to February 28, 1985, covering 200 Ontario employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 1/83	Mar. 1/84
	General Increases	6%	5%
	Bracket 0 (includes General Labourer)	\$9.77 (\$9.22)	\$10.26
	Bracket 17 (Maintenance Mechanic)	\$11.88 (\$11.21)	\$12.47

Start Rates - 25¢ less per hour until completion of a probationary period of 65 worked days (90 calendar days).

Paid Vacation: 4 weeks after 10 (11) years' service.

Paid Holiday: One personal "Floating Day" is added for a total of 11 days.

Bereavement Leave: 3 (1) days' paid leave to attend the funeral of a grandparent.

Health and Welfare: Life Insurance and A.D. & D. - \$12,500 (\$10,000) coverage.  
Effective March 1, 1984, \$15,000.

Major Medical - Coverage increases to \$6,000 (\$5,000) per year per family. Maximum claim for eyeglasses is \$80 (\$70) every 24 months, \$150 (unchanged) for prescribed contact lenses and \$350 every 10 years for hearing aids (new).

Drug Plan - Effective July 25, 1983, employee is reimbursed for cost of prescription drugs less \$1 per prescription.  
(Previously, 90% reimbursement with a \$25 deductible.)

Dental Plan - Maximum benefit increases to \$900 (\$750) per year.

Meal Allowance: \$4.50 (\$3.50).

Severance Pay: Employee on lay-off for up to 3 months is added to the provision for 1 week's pay per year of service in the event of a department or plant shutdown.

Interbake Foods Limited at London - Local 242, Grain Millers (AFL-CIO/CLC)  
(production, maintenance, shipping employees and drivers): A 24-month renewal agreement effective from February 14, 1983 to February 13, 1985, covering 694 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Feb. 13/83</u>	<u>Feb. 14/84</u>
	General Increases	60¢	60¢
	Group 1 (includes General Labour)	\$8.26 (\$7.66)	\$8.86
	Group 9 (includes Electrician)	\$11.81 (\$11.21)	\$12.41
	Group 10 (includes Technician)	\$12.74 (\$12.14)	\$13.34
	<u>Weekly Rates</u>		
	Driver	\$394.74 (\$369.25)	\$420.24

Health and Welfare: Dental Plan - Denture coverage is added on a 50%/50% co-insurance basis.

#### RUBBER AND PLASTICS PRODUCTS

Uniroyal Ltd., Tire Factory and Rubber Machinery Shops at Kitchener - Local 80, Rubber Workers (AFL-CIO/CLC) (production, shipping and maintenance employees): A 36-month renewal agreement effective from May 5, 1983 to May 4, 1986, covering 1,200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 5/83</u>	<u>May 6/84</u>	<u>May 6/85</u>
	<u>Day Workers*</u>			
	COLA Fold-in	\$1.41**		
	General Increase	10¢		
	Skilled Trades Adjustments	25¢	10¢	
	Janitor	\$10.435 (\$8.925)	\$10.435	\$10.435
	Electrician	\$13.045 (\$11.285)	\$13.145	\$13.145

\*Incentive Workers - COLA fold-in, general increase and skilled trades adjustments will be prorated so that when applied against the average efficiency rate will produce the same net effect as for day workers.

\*\* Actually folded-in on June 26, 1983.

Previous rates reflect 78¢ COLA fold-in on May 5, 1982.

Cost of Living  
Allowance:

1¢ per 0.26 point rise in the Consumer Price Index - 1971=100, starting August 21, 1983, using the average CPI for the period March 1983 to May, 1983 as the base. Adjusted and paid quarterly.

Effective May 6, 1984 and May 6, 1985, base period updated by one year. Last adjustment to be paid is for the pay period commencing February 23, 1986. COLA generated during first and second years to be folded into wages on May 20, 1984 and May 26, 1985. (Basic formula is unchanged. Previous agreement provided for annual advances of 20¢, 15¢ and 15¢ recovered by deducting 5¢ per quarter from subsequent COLA adjustments.)

9¢ per hour to be diverted from the first COLA payments to help fund the 30 and out retirement provision.

Continuous Shift  
( 6 2/3 Day  
Schedule) (new):

90¢ per hour worked for four crew schedule employees in Radial, Radial Support and Warehouse Operations. Implementation date to be discussed during term of agreement, and is subject to ratification by union.

Health and  
Welfare:

Life Insurance and A.D. & D. - Effective June 26, 1983, \$21,000 (\$13,000) coverage.

Future Retirees Life Insurance - Effective June 26, 1983, \$7,500 (\$6,500) coverage.

Weekly Indemnity - Effective January 1, 1983, maximum benefit increases to \$231 (\$174) per week.

Extended Health Care - Effective June 26, 1983, \$100 (\$80) per person every 2 years for prescription eyeglasses and \$300 per person every 5 years for hearing aids. (Previously, \$300 per person maximum lifetime benefit.)

Dental Plan - Effective July 1, 1983, coverage is based on the 1983 (1980) Ontario Dental Association fee schedule.

Transition Survivor Income Benefit - \$300 (\$250) per month, less any applicable statutory offsets, for 24 months. Minimum payout remains at \$150 per month.

Bridge Survivor Income Benefit - \$300 (\$250) per month less any applicable statutory offsets.

Pension Plan:

Basic Benefit - \$17.25 (\$15) per month per year of credited service for retirees on or after May 5, 1983.

Supplementary Benefit - Type A, \$11.75 (\$10) per month per year of credited service to a maximum of 30 years for retirees on or after May 5, 1983.

Early Retirement - Subject to approval by Revenue Canada and the Ontario Pension Commission, an employee with 30 years' service may retire with an unreduced pension (previously at age 55 with

30 years' credited service). Funded in part by a 9¢ per hour diversion from future COLA payments.

5-Year Guarantee - A special early retirement option at age 55 with 30 years of credited service. (Previously, 5-year guarantee at age 55 with 37 years of service.)

Full Plant Closure - Employee with 25 years' service who is not otherwise eligible for an unreduced pension shall not be eligible for a deferred vested pension but shall be eligible for an immediate pension (new).

Past Pensioners - Effective July 1, 1983, current benefit increases by 50¢ per month per year of credited service.

Supplementary  
Unemployment  
Benefit Plan:

Employer Contribution - 7¢-17¢ (5¢-15¢) per hour worked, depending on funding level. Determination is made each pay period.

Safety Shoe  
Allowance:

\$40 for 1 pair per year. (Previously, maximum 25% of cost reimbursement.)

Pay for  
Union Officials:

For such time lost from work due to administration of contract, employer pays for up to a maximum of 284 (200) hours per month to members of the union executive.

Gates Canada Inc. at Brantford - Local 733, Rubber Workers (AFL-CIO/CLC): A 23-month renewal agreement effective from June 6, 1983 to April 27, 1985, covering 321 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	June 6/83	June 3/84
	Skilled Trades	10¢	10¢
	Adjustments		
	Belt Utility	\$5.853-\$6.423 (\$5.853-\$6.423)	\$5.853-\$6.423
	2nd Class Stationary Engineer	\$8.808-\$9.108 (\$8.708-\$9.008)	\$8.908-\$9.208

No other wage increases were negotiated.

Cost of Living  
Provision:

\$2.49 COLA float continues to be "boxed" separately from wages.

Inoperative. (Previously, 1¢ per 0.4 point increase in the Consumer Price Index - 1971=100, using the average CPI for February to April 1982, in the last year of the agreement, as the base index period. Adjusted and paid in 3 quarterly installments. "Boxed" separately from wages.)

"Silent" COLA - Effective June 6, 1983, 4¢ payments to be added to the existing "boxed" COLA, if the union does not opt to update the Ontario Dental Association fee schedule.

COLA Guarantees - Effective June 6, 1983, 25¢ per hour.  
Effective November 6, 1983, 15¢ per hour. Effective June 3, 1984, 20¢ per hour. Effective November 4, 1984, 15¢ per hour. Payments to be added to the existing "boxed" COLA.

Health and Welfare: Life Insurance and A.D. & D. - \$14,000 (\$13,000) coverage.

Dental Plan - Optional agreement to update the Ontario Dental Association fee schedule to the 1983 (1980) schedule. The cost to be diverted from the 4¢ "Silent" COLA.

Pension Plan: Basic Benefit - \$15.00 (\$14.25) per month per year of service.

Retirees Benefit - Increases by 50¢ per month per year of service.

Prescription Safety Glasses: Employer pays \$75 (\$60) per year. Effective June 4, 1984, \$80.

#### LEATHER

A.R. Clarke & Company Limited at Toronto - Local 125L, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1983 to January 31, 1985, covering 234 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Feb. 1/83	Feb. 1/84
General Increases		65¢	60¢
Additional Adjustments		Some job reclassifications	
General Light Labourer		\$8.33 (\$7.68)	\$8.93
Tradesman - more than 1 license		\$10.49 (\$9.84)	\$11.09

Shift Premium: 0-30¢-40¢ (0-25¢-35¢).

Paid Vacation: 6 weeks after 30 years' service (new).

Bereavement Leave: 3 days' paid leave including the day of the funeral, upon the death of a grandparent.

Health and Welfare: Weekly Indemnity - Effective June 21, 1983, benefit increases to \$210 (\$194.50) per week. Effective April 10, 1984, \$225.

Dental Plan - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

WOOD

Interforest Ltd. at Durham - Local 2-500, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 12, 1983 to May 11, 1985, covering 200 employees, settled with mediation assistance. Duration of negotiations - 1 month.

<u>Wages:</u>	<u>Effective</u>	<u>May 12/83</u>	<u>May 12/84</u>	<u>Nov. 12/84</u>
General Increases		35¢	35¢	25¢*
General Helper		\$7.90 (\$7.55)	\$8.25	\$8.50
Maintenance Skilled		\$9.35 (\$9.00)	\$9.70	\$9.95

Probationary Employee - Receives \$5.25 upon completion of the 45-days worked probationary period, and then progresses in 3 equal steps of 60 working days, until they reach the job rate at the end of 225 working days, with the total time period not to exceed 15 calendar months. (Previously, progressed over 4 steps at 3-month intervals to the General Helper rate.)

Paid Rest Periods\*: One 20-minute and one 15-minute (previously two 15-minute) paid rest periods during an 8-hour shift, upon the approval of the Director of Employment Standards. Failing approval, 5¢ will be removed from the 25¢ wage increase effective on November 12, 1984.

# FURNITURE AND FIXTURE

Heintzman Ltd. (Sklar Division) at Whitby - Local 50, Upholsterers (AFL-CIO/CLC): A 20 1/2 month renewal agreement effective from June 13, 1983 to February 28, 1985, covering 510 employees, settled with the assistance of the Disputes Advisory Committee during a work stoppage. Duration of negotiations - 5 months. Previous agreement expired February 28, 1983.

<u>Wages:</u>	<u>Effective</u>	<u>June 13/83</u>	<u>Mar. 1/84</u>	<u>Sept. 1/84</u>
General Increases		25¢ for dayworkers and piece- workers	25¢ for dayworkers and piece- workers	30¢ for dayworkers and piece- workers
<u>Production</u>				
Panel Maker		\$6.37 (\$6.12)	\$6.62	\$6.92
Truck Driver		\$6.95 (\$6.70)	\$7.20	\$7.50

	<u>June 13/83</u>	<u>Mar. 1/84</u>	<u>Sept. 1/84</u>
<u>Maintenance and Product Design and Engineering</u>			
Design	\$9.65	\$9.90	\$10.20
Pattern	(\$9.40)		
Maker			
Journeyman	\$10.75	\$11.00	\$11.30
	(\$10.50)		
Lump Sum Settlement Payment:	\$50 per employee.		
Cost of Living Provision:	70¢ COLA generated during the term of the previous agreement continues to float.		
	Inoperative. (Previously, 1¢ per 0.5 point change in the Consumer Price Index - 1971=100, calculated quarterly and capped at 10¢ in each year of the agreement.)		
Health and Welfare:	<u>Weekly Indemnity</u> - Effective September 1, 1983, maximum benefit increases to \$120 (\$110) per week. Effective September 1, 1984, \$130 per week.		
	<u>Dental Plan</u> - Effective March 1, 1984, coverage is based on the 1982 (1980) Ontario Dental Association fee schedule. Effective September 1, 1984, the 1983 ODA fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - Effective March 1, 1984, \$6.00 (\$5.50) per month per year of past and future credited service.		

#### PRINTING, PUBLISHING AND ALLIED

Carlton Cards Ltd. at Toronto - Independent Greeting Card Workers (an affiliation of the International Association of Greeting Card Workers): A 12-month agreement on wages effective from July 2, 1983 to June 30, 1985, as a result of a reopener provision for the second year of a three year agreement, ending June 30, 1985. The agreement covering 800 employees was settled at the bargaining stage. Duration of negotiations - 1 month.

<u>Wages:</u>	<u>Effective</u>	<u>July 2/83</u>	<u>July 1/84</u>
General Increase		7 1/2%	Wage Re-opener
General Factory Help*		\$5.30-\$5.88 (\$5.16-\$5.47)	
Head Pressman		\$14.16-\$17.35 (\$13.17-\$16.14)	

\* Starting Rate receives a flat increase of 14¢.

Probationary period is 90 calendar days. Maximum rates are reached after 9 months for General Factory Help and 4 years for Head Pressman.

Pension Plan: Basic Benefit - \$8 (\$7) per month per year of service. Effective July 1, 1984, \$8.50.

# PRIMARY METAL

Alcan Canada Products Limited at Kingston - Local 343, United Steelworkers and Lodge 54, Machinists (AFL-CIO/CLC): Two 36-month renewal agreements effective from May 18, 1983 to May 17, 1986, covering 1,000 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>May 18/83</u>	<u>May 18/84</u>	<u>May 18/85</u>
	Increases	52.5¢ for Labour Grade 1; 55¢ for all others	50¢	52¢
	COLA Fold-in	28.6¢		
	Job Class Increments	19.5¢ (17.5¢)	21¢	22.5¢
	Labour Grade 1 (includes General Labourer)	\$10.571 (\$9.760)	\$11.071	\$11.591
	Machinists, Labour Grade 11 (includes Tool & Die Maker)	\$13.886 (\$12.710)	\$14.641	\$15.416
	United Steel- workers Labour Grade 16 (84" Rolling Mill Operator "A")	\$13.496 (\$12.360)	\$14.221	\$14.966

Cost of Living Allowance: Effective in the third contract year, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using January 1985 as the base index month. Triggers at 5%. Capped at 40¢. Adjusted quarterly. (Basic formula is unchanged except previously triggered at 40¢ with no cap.)

Shift Premium: Effective May 18, 1984, 0-37¢-47¢ (0-35¢-45¢). Effective May 18, 1985, 0-40¢-50¢.

Continuous Operation Premium: \$1.00 (90¢) per hour.

Meal Allowance: Effective May 18, 1985, \$4.25 (\$3.75).  
 Safety Shoe Allowance: Effective May 18, 1984, \$40 (\$35) per year.

# METAL FABRICATING

American Can Canada Inc. at Simcoe, Ontario and Montreal, Quebec - CLC Directly Chartered, Locals 535 and 353, Can Workers' Federal Unions: A 24-month extended agreement effective from March 19, 1984 to March 16, 1986\* covering 370 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 month.

\* The current agreement, effective from March 15, 1981, was previously scheduled to expire on March 18, 1984.

Wages: Job Grade 1 \$12.430  
 (includes Labourer)  
 Job Grade 23 \$15.328  
 (includes Diemaker)

Rates reflect fold-ins totalling \$1.13 in 1981, \$1.00 in 1982, 4¢ on March 15, 1983 and 16¢ on June 15, 1983. No other wage adjustments were negotiated.

Cost of Living Allowance: 1¢ per full 0.325 point change in the Consumer Price Index - 1961=100, above the base index of 220. Adjusted and paid quarterly with the last adjustment effective on March 15, 1986. Folded-in annually on March 15, 1985 and 1986. (Formula is unchanged, except original agreement provided for quarterly fold-ins with the last adjustment effective March 15, 1984.)

Pioneer Chain Saw Corporation Inc. at Peterborough - Local 8753, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 15, 1983 to April 14, 1985, covering 245 employees\*, settled with mediation assistance during a work stoppage. Duration of negotiations - 11 weeks.

\* Includes 38 employees on lay-off at time of ratification.

Wages:	Effective	Apr. 15/83	Apr. 15/84
General Increases		40¢	35¢
Additional Adjustment		Restructuring of classification system	
Trades Adjustments		50¢ for Skilled Trades; 25¢ for Semi-skilled Trades	50¢ for Skilled Trades; 25¢ for Semi-skilled Trades

	<u>Apr. 15/83</u>	<u>Apr. 15/84</u>
Group 1 (includes General Labour)	\$7.40 (\$6.52)	\$7.75
Group 8 (Die Maker- Progressive)	\$11.05 (\$9.62)	\$11.90

Shift Premium: Effective June 6, 1983, 0-20¢-25¢ (0-15¢-20¢).

Paid Vacation: 3 weeks after 5 (7) years' service.

Health and Welfare: Weekly Indemnity - Payable on a 1-1-4-26 (1-4-26) basis.

# MACHINERY

Ex-Cell-O Corporation of Canada Ltd., North American Special Machine Division at London - Local 49, Molders (AFL-CIO/CLC): A 36-month renewal agreement effective from July 4, 1983 to July 3, 1986, covering 275 employees\*, settled at the bargaining stage. Duration of negotiations - 1 month.

\* Includes 175 employees currently on lay-off status.

Wages:	Effective	<u>July 4/83</u>	<u>July 4/84</u>	<u>July 4/85</u>
General Increases			1%	2%
COLA Fold-in		\$2.33		
Group X (includes Labourer)	\$11.72-\$11.95 (\$9.39-\$9.62)	\$11.84-\$12.07	\$12.07-\$12.31	
Group I (includes Toolmaker)	\$13.19-\$13.57 (\$10.86-\$11.24)	\$13.32-\$13.71	\$13.59-\$13.98	

Probationary period is 50 days worked in any consecutive 6 month period. Maximum rates are reached after 9 months for Labourer and 12 months for Toolmaker.

Cost of Living Allowance: 1¢ per 0.314 point increase in the Consumer Price Index - 1981=100 (1971=100), using June 1983 as the base index month. Adjusted quarterly.

Health and Welfare: Life Insurance and A.D. & D. - \$12,000 (\$11,000) coverage.

Pension Plan: Basic Benefit - \$8.50 (\$7.50) per month per year of service. Effective July 4, 1984, \$9.50. Effective July 4, 1985, \$11.

Paid Education Leave (new): 1¢ per hour per employee.

Safety Shoe Allowance: Effective July 4, 1984, employer pays a maximum of \$30 (\$25) per year. Effective July 4, 1985, \$35.

# TRANSPORTATION EQUIPMENT

Eaton Yale Ltd., Suspension Division at Wallaceburg - Local 251, Auto Workers (CLC):

A 36-month renewal agreement effective from May 30, 1983 to June 1, 1986, covering 386 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks. Previously, agreement was scheduled to expire October 12, 1983.

Wages:	Effective	<u>May 30/83</u>	<u>Oct. 10/83</u>
	General Increases	60¢	40¢
	Labourer	\$10.90 (\$10.30)	\$11.30
	Electrician	\$13.35 (\$12.75)	\$13.75
	Effective	<u>June 4/84</u>	<u>June 3/85</u>
	General Increases	40¢	40¢
	Labourer	\$11.70	\$12.10
	Electrician	\$14.15	\$14.55

Cost of Living Provision: Inoperative, as previously.

Shift Premium: 0-28¢-28¢ (0-17¢-19¢).

Paid Holidays: 45 (20) days over the life of the agreement.

Bereavement Leave: Brother or step-brother of current spouse, sister or step-sister of current spouse and grandchild are added to the provision for 3 days' paid leave.

Health and Welfare: Life Insurance - Effective July 1, 1983, \$15,000 (\$14,000) coverage for employee actively employed on that date. Effective June 1, 1984, \$16,000. Effective June 1, 1985, \$17,000.

A.D. & D. (new) - Effective July 1, 1983, employer contributes 100% of premium costs for a plan with \$15,000 coverage.

Weekly Indemnity - Benefit increases to \$231 (\$210) per week. Thereafter the UIC allowable payment will be maintained.

Dental Plan - Effective January 1, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

TRW Canada Ltd., Thompson Products Division at St. Catharines - Employees' Association (Ind.) (hourly rated plant employees): A 36-month renewal agreement effective from May 1, 1983 to April 30, 1986, covering 710 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/83</u>	<u>May 1/84</u>	<u>May 1/85</u>
COLA Fold-in		\$2.40		
General Increases		1.5%	1.5%	
General Labour Sweeper	\$10.180*-\$11.977 (\$9.181-\$9.400)	\$10.333*-\$12.157	\$10.333*-\$12.157	
Electrician	\$14.124* (\$11.297-\$11.515)	\$14.336*	\$14.336*	
Master Maker	\$14.936* (\$12.907-\$12.315)**	\$15.160*	\$15.160*	

Probationary period is 90 calendar days.

\* Unskilled probationary employees start at 85% of maximum rate, and receive 5% increments every 6 months to maximum job rate after 18 months. Progression schedule for Skilled Trades is eliminated. (Previously, maximum rates for all employees were reached after 3 months, with periodic increases of 5¢ each.)

\*\* Previous rates for Master Worker reflect an adjustment during the term of the previous agreement.

Cost of Living Allowance: 13.33¢ COLA generated as of June 1, 1983, continues to float.  
1¢ per 0.3 point change in the Consumer Price Index - 1971=100. Adjusted and paid quarterly beginning June 1, 1983, for the period April, 1983 over January, 1983. Last adjustment is effective on March 1, 1986, for the period January 1986 over October, 1985. The adjustments effective on September 1 in each year for the periods July over April in each year are suspended. (Basic formula is unchanged.)

Paid Holidays: 15 days per year (previously 21 including 3 PPH days).

Vacation Pay: 200 (188) hours' pay after 15 years' service.

Bereavement Leave: 3 (1) days' paid leave to attend or make arrangements for the funeral of a grandchild.

Health and Welfare: Weekly Indemnity - Benefits equal 66 2/3% of straight time hourly rate including COLA, to a maximum of \$280 (\$270) per week payable for 15 to 52 weeks depending on length of service. Effective May 1, 1984, maximum benefit is \$290 per week. Effective May 1, 1985, \$310 per week.

Extended Disability - Benefit is a flat amount of \$800 per month, payable for a maximum of 104 weeks. (Previously, benefit based on years of service to a maximum of \$750 per month payable for up to 63 weeks.)

Major Medical - \$20,000 (\$10,000) annual maximum coverage. \$100,000 (unchanged) life-time coverage with a \$2,000 per year claim loss recovery (new). Coverage for prosthetic wear and tear is added. (Previously, coverage for initial artificial limbs only.) Health care coverage outside Ontario is added.

Pension Plan: Supplementary Benefit - For retirements on or after May 1, 1983, \$15 (\$14) per month per year of service to a maximum of 30 years.

Past Service Benefit - For retirements prior to May 1, 1980, increases of 50¢ per month per year of service in each year of the agreement.

Past Retirees' Surviving Spouse Benefit - Increases of 25¢ per month per year of service in each year of the agreement.

Surviving Spouse Option - 55% of 98% (95%) of spouse's benefit, for life.

Supplementary Unemployment Benefit Plan: Guaranteed Benefit Account (new) - Employer contributes 4¢ per hour worked to a reserve fund which would provide SUB benefits for employees with 15 or more years of service should the regular account become deficient.

Benefits on Lay-off - Employer pays health and welfare premiums during the first 2 months of lay-off (previously the first month), for all employees. For employees with 15 years' service or more, premiums for benefits for the next 4 months to be deducted from contributions to G.B.A. fund (new). (Previously, for all employees, premiums for benefits for the second month were deducted from contributions to the SUB fund.)

Safety Shoe Allowance: Maximum \$50 (\$45) per year.

Tool Allowance: \$700 (\$500) upon successful completion of a 4-year apprenticeship programme. \$300 (\$200) for 2-year programme.

Wabco Ltd. at Stoney Creek - Local 558, Electrical Workers (UE) (CLC) (hourly-rated employees): A 36-month renewal agreement effective from April 23, 1983 to April 22, 1986, covering 269\* employees, settled with mediation assistance. Duration of negotiations - 4 months.

\* Includes 74 employees currently on lay-off status.

Wages:	Effective	<u>Apr. 23/83</u>	<u>Apr.23/84</u>	<u>Apr.23/85</u>
	General Increases	65¢	35¢	35¢

	<u>Apr. 23/83</u>	<u>Apr.23/84</u>	<u>Apr.23/85</u>
Labour Grade 2 (includes Handler- Sweeper)	\$10,185-\$10,294 (\$9,535-\$9,644)	\$10,535-\$10,644	\$10,885-\$10,994
Labour Grade 12 (includes Maintenance Electrician)	\$11,867-\$12,576 (\$11,217-\$11,926)	\$12,217-\$12,926	\$12,567-\$13,276
Labour Grade 14 (includes Gauge-maker)	\$12,576-\$13,380 (\$11,926-\$12,730)	\$12,926-\$13,730	\$13,276-\$14,080

Previous rates reflect 43¢ COLA fold-in.

Probationary period is 60 worked days. Maximum rates for Handler-Sweeper are reached after one 3-month increase and for Maintenance Electrician and Gauge-maker, after two 3-month increases.

**Cost of Living Allowance:**

Effective in the second contract year, 1¢ per 0.40 point rise in the Consumer Price Index - 1971=100. Quarterly comparisons beginning with March 1984 compared to June 1984 index. First adjustment is for the pay period commencing after publication of the June 1984 index. Folded into wages quarterly. Capped at 45¢ with any unused COLA added to the third year allowance.

Effective in the third contract year, 1¢ per 0.36 point rise in the CPI - 1971=100. Capped at 55¢. Last adjustment paid for the pay period commencing after publication of the March, 1986 index. (Previously, effective in second contract year, 1¢ per 0.40 point rise in the CPI - 1971=100. Capped at 43¢ for term of agreement.)

**Shift Premium:**

Effective April 23, 1984, 0-40¢-40¢ (0-35¢-35¢).

**Vacation Bonus (new):**

\$25 per week of vacation entitlement to each hourly employee.

**Health and Welfare:**

Life Insurance - \$8,000 (\$6,000) coverage. Effective April 23, 1984, \$8,500. Effective April 23, 1985, \$9,000.

Supplementary Medical Plan - Out-of-Canada coverage is provided (new). Effective April 23, 1984, maximum claim for eyeglasses is \$75 (\$60) every 2 years per employee and eligible dependents. Effective April 23, 1985, \$100.

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective April 23, 1984, the 1984 ODA fee schedule. Effective April 23, 1985, the 1985 ODA fee schedule.

Pension Plan: Basic Benefit - \$15 (\$14) per month per year of credited service. Effective April 23, 1984, \$15.50. Effective April 23, 1985, \$16.

Bridge Benefit - \$10.50 (\$10) per month per year of credited service. Effective April 23, 1984, \$11. Effective April 23, 1985, \$11.25.

Early Retirement - Early retirement with no actuarial reduction, is granted at employee's request at age 61 (62). Effective April 23, 1984, at age 60.

Safety Shoe Allowance: Effective April 23, 1984, employer pays a maximum of \$40 (\$35) towards the cost of 1 pair per year.

#### ELECTRICAL PRODUCTS

Chromalox Canada Inc., Division of Canadian Corporate Management Company Limited at Toronto - Local 252, Auto Workers (CLC): A 24-month renewal agreement effective from April 29, 1983 to April 28, 1985, covering 450 employees, settled at the post mediation bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Apr. 29/83</u>	<u>Apr. 29/84</u>
General Increases		70¢	70¢
Assembler Class 1		\$10.0225 (\$9.3225)	\$10.7225
Electrician Class 2		\$12.75 (\$12.05)	\$13.45

Shift Premium: 0-25¢-27¢ (0-23¢-25¢). Effective April 29, 1984, 0-30¢-30¢.

Bereavement Leave: Effective June 19, 1983, 3 (1) days' paid leave in the event of death of mother-in-law and father-in-law.

Health and Welfare: Life Insurance and A.D. & D. - Effective July 1, 1983, \$17,000 (\$16,000) coverage. Effective April 29, 1984, \$18,000.

Major Medical (new) - Effective July 1, 1983, employer pays 100% of premium costs for a plan with semi-private hospital coverage excluded.

Dental Plan - Effective July 1, 1983, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Electrohome Limited (Cambridge) - Local 2176, Auto Workers (CLC): A 12-month renewal agreement effective from June 1, 1983 to May 31, 1984, covering 334 employees\*, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

\*Includes 65 employees currently on lay-off status.

Wages:	Effective	June 1/83
	General Increase	30¢
	Additional Adjustments	25¢ for Master Tool Maker and Master Mechanic; 20¢ for Stock Handler
	Assembler	\$6.79-\$7.14 (\$6.49-\$6.84)
	Toolmaker "A"	\$9.56-\$10.57 (\$9.26-\$10.27)
	Probationary period is 45 working days. Maximum rates for Assembler are reached after 18 weeks and for Toolmaker "A" after 40 weeks.	
Shift Premium:	0-23¢-30¢-35¢ (0-18¢-25¢-30¢).	
Paid Vacation:	5 weeks after 19 (20) years' service.	
Health and Welfare:	<u>A.D. &amp; D. (new)</u> - \$10,000 coverage.	
	Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule, and improved to include 100% of cost of denture repair and 50% of cost of denture purchase, on an 80%/20% (60%/40%) co-insurance basis.	
Pension Plan:	<u>Basic Benefit</u> - \$10 (\$8) per month per year of service.	

#### PETROLEUM AND COAL PRODUCTS

Gulf Canada Products Company, Clarkson Refinery at Mississauga - Local 593, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from February 1, 1983 to January 31, 1984, covering 506 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Feb. 1/83
	General Increase	6%
	Labourer	\$10.87 (\$10.25)
	Mechanic #1	\$16.10 (\$15.19)
	Master Operator	\$17.41 (\$16.42)

Previous rates reflect an increase on February 1, 1982 to provide parity within the industry.

MISCELLANEOUS MANUFACTURING

Robertshaw Controls Canada Inc. at Toronto - Local 512, Electrical Workers (UE)  
(CLC): A 23-month renewal agreement effective from June 2, 1983 to April 30, 1985, with wages retroactive to May 1, 1983, covering 291 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	May 1/83	June 4/84
General Increases		7%	5%
Assembly II		\$7.29-\$7.59 (\$6.81-\$7.09)	\$7.65-\$7.97
Tool and Die Maker I		\$12.71-\$13.00 (\$11.88-\$12.15)	\$13.35-\$13.65

Previous rates reflect 32¢ COLA fold-in.

Probationary period is 40 working days. Maximum rates are reached after 6 months.

Cost of Living Allowance: Effective for all hours worked after February 1, 1984, 1¢ per 0.375 point increase in the Consumer Price Index - 1971=100, from September 1983 to December, 1983. Capped at 5¢ (8¢) per hour and folded into wages. Adjusted August 1, 1984, November 1, 1984 and February 1, 1985. (Basic formula is unchanged.)

Shift Premium: 0-30¢-30¢ (0-28¢-28¢). Effective May 1, 1984, 0-32¢-32¢.

Lead Hand Premium: 40¢ (35¢) per hour.

Paid Vacation: 4 weeks after 12 (13) years' service.

Bereavement Leave: Grandchild is added to the provision for 3 days' paid leave.

Health and Welfare: Life Insurance and A.D. & D. - Effective May 1, 1984, \$11,000 (\$10,000) coverage.

Weekly Indemnity - Maximum benefit increases to \$231 (\$189) per week.

Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective May 1, 1984, the 1983 ODA fee schedule.

Safety Shoe Allowance: \$50 (\$35) per year to designated classifications.

# FORESTRY

E.B. Eddy Forest Products Ltd., Forestry Division at Espanola - Local 2693, Carpenters (AFL-CIO): A 24-month renewal agreement effective from September 1, 1982 to August 31, 1984, covering 235 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Increases:			
Hourly Rated	11%, except \$1.22 on base rate		10%, except \$1.14 on base rate
Pieceworker	9%		8%
Skilled Trades Adjustment	20¢ prior to increase for Class "A" Tradesman and up		
Silvicultural Piecework Rates	1¢ per tree		1¢ per tree
General Labourer (Hourly Rated)	\$12.18 (\$10.96)		\$13.32
Mechanic Class "A" 1	\$15.36 (\$14.84)		\$16.90
* The increase on piecework rates will also apply to cutting bonus and poor bush bonus.			
Shift Premium:	0-37¢-45¢ (0-32¢-35¢).		
Bereavement Leave:	5 (3) days' paid leave to attend the funeral of a spouse or child.		
Court Leave:	Witness duty is added to the provision for paid leave.		
Health and Welfare:	<u>Medical, Surgical, Drugs and Hospital Care Plan</u> - Effective June 8, 1983, employer contributes \$32.08 (\$23.13) per month for single employee and \$65.99 (\$47.27) per month for married employee.  <u>Life Insurance</u> - Effective June 8, 1983, \$30,000 (\$25,000) coverage.  <u>Weekly Indemnity</u> - Benefits are payable on the date admitted to a hospital within the first three days of illness (new).  <u>Long Term Disability</u> - Effective June 8, 1983, maximum benefit is \$1,400 (\$1,300) per month.		

Dental Plan - Effective July 1, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective September 1, 1983, the 1982 ODA fee schedule.

Commuter Allowance: \$6.48 (\$6.17) per day. Effective March 1, 1983, September 1, 1983 and March 1, 1984, \$6.85, \$7.23 and \$7.60 respectively.

Mileage Allowance: Effective June 8, 1983, 19¢ per kilometer (27¢ per mile).

Protective Clothing Subsidy: Employer will sell to employee safety boots at \$10 (\$8), safety pants at \$7 (\$6) and safety gloves and mitts at \$5 (unchanged) below cost price.

Travel Allowance: Effective June 8, 1983, \$9.40 (\$8.60) per week. Effective September 1, 1983, \$10.30.

Power Saw Rental: Employer pays \$9.50 (\$8.50) per day when felling and limbing and \$10.50 (\$9.50) per day when felling at a landing on a skidding operation.

#### MINES

Pamour Porcupine Mines Limited (Pamour, Hollinger, Ross and Schumacher Divisions) - Local 4440, United Steelworkers (AFL-CIO/CLC) (mine and plant employees): A 24-month renewal agreement effective from January 1, 1983 to December 31, 1984, covering 780 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>July 1/83</u>	<u>Jan. 1/84</u>
General Increases		6%	3.3%*
Additional Adjustments			Some re-classifications
Job Class 1 (includes Mine Labourer)		\$8.60 (\$8.10)	\$8.85
Job Class 10** (includes Driller 1)		\$10.60 (\$10.00)	\$11.25
Job Class 12** (includes Electrician 1)		\$11.00 (\$10.38)	\$11.65

\* The combined effect of the 3.3% general increase on January 1, 1984 plus the re-classification of jobs as of that date will produce a total increase that averages 5.0%.

\*\* Driller 1 reclassified to Job Class 13 and Electrician 1 to Job Class 15, effective January 1, 1984.

Shift Premium: Effective July 1, 1983, 0-30¢-35¢ (0-25¢-30¢).

Health and Welfare: Weekly Indemnity - Effective July 1, 1983, maximum benefit increases to \$231 (\$180) per week.

Long Term Disability - Effective July 1, 1983, benefit increases to \$600 (\$500) per month. Effective January 1, 1984, \$650.

Dental Plan - Effective July 1, 1983, coverage is based on the 1982 (1979) Ontario Dental Association fee schedule. Effective January 1, 1984, based on the 1983 ODA fee schedule.

Pension Plan: Past Service Benefit - Effective July 1, 1983, \$10 (\$7) per month per year of credited service prior to January 1, 1980.

Mattabi Mines Limited at Ignace - Local 7879, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 17, 1983 to May 16, 1985, covering 260 employees, settled with mediation assistance. Duration of negotiations - 2 3/4 months.

Wages:	Effective	<u>June 6/83</u>	<u>Nov. 16/83</u>	<u>May 16/84</u>
COLA Fold-in		22¢		
General Increases			6%	5%
Labourer		\$10.50 (\$10.28)	\$11.13	\$11.69
Tradesman 1		\$12.66 (\$12.44)	\$13.42	\$14.09

Cost of Living Allowance: 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, between the base index month, March 1984, and March 1985. Triggers at 8%. (Previously, no trigger and adjusted quarterly.)

Shift Premium: Effective June 6, 1983, 0-30¢-40¢ (0-27¢-37¢). Effective May 17, 1984, 0-35¢-45¢.

Underground Premium (Plant Department): Effective June 6, 1983, 25¢ (15¢).

Health and Welfare: Weekly Indemnity - Effective July 1, 1983, benefit increases to \$220 (\$200) per week. Effective May 17, 1984, \$235.

Extended Benefit - Effective July 1, 1983, \$130 (\$125) per week. Effective May 17, 1984, \$145.

Dental Plan - Effective July 1, 1983, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective May 17, 1984, based on the 1984 ODA fee schedule.

Safety Clothing Allowance: Effective June 6, 1983, \$75 (\$70) per year. Effective May 17, 1984, \$80.

# TRANSPORTATION

Municipal Tank Lines Limited, province-wide - Locals 91,141,880 and 938 Teamsters (Ind.) (drivers and maintenance employees): A 36-month renewal agreement effective from January 1, 1983 to December 31, 1985, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	Jan. 1/83	Jan. 1/84	Jan. 1/85
General Increases		75¢	75¢	\$1.10
Skilled Trades Adjustment	25¢ for Skilled Mechanic A and up			
Group 4 (includes General Labour)		\$10.98 (\$10.23)	\$11.73	\$12.83
Driver		\$11.44 (\$10.69)	\$12.19	\$13.29
Group 1 (includes Mechanic Class A)		\$12.88 (\$11.88)	\$13.63	\$14.73
<u>Mileage Rates</u> (per mile)				
Sleeper		29.88¢ (28.38¢)	31.38¢	33.58¢
Other		26.18¢ (24.68¢)	27.68¢	29.88¢
Trains		27.38¢ (25.88¢)	28.88¢	31.08¢
Sleeper Trains		31.26¢ (29.76¢)	32.76¢	34.96¢
Quad-Axle		26.68¢ (25.18¢)	28.18¢	30.38¢
Lump Sum Payment:	\$150 per employee per month worked from January 1983 to June 1983 inclusive, in lieu of retroactivity.			
Cost of Living Allowance:	10¢ per hour worked or 0.25¢ per mile driven per 1% increase in the Consumer Price Index - 1971=100, above the September base in each year of the agreement. Triggers at 5% annually. Adjusted and paid monthly as a lump sum. Total payments made during the first and second year divided by 12 will be folded into the base rates October 1, 1983 and October 1, 1984. (Previously, adjusted annually, with a lump sum payment in December of each year.)			

Health and  
Welfare:

The following benefits are effective August 11, 1983:

Life Insurance and A.D. & D. - \$14,000 (\$12,000) coverage.

Life Insurance for Retirees (new) - \$2,000 coverage for employee who retires at age 65 with 10 years' service.

Weekly Indemnity - Benefit increases to \$256.67 (\$210) or the UIC maximum allowable payment.

Long Term Disability - Benefits of 85% of net pay to a maximum of \$650 per month (unchanged), unreduced by CPP disability benefits (new).

Major Medical - \$25 deductible eliminated.

Vision Care - Maximum claim for eyeglasses is \$100 (\$50) every 24 months.

Pension Plan:

Basic Benefit - Effective June 12, 1983, \$24 (\$22) per month per year of service after January 1, 1983.

Meal Allowance:

Effective June 12, 1983, \$14 (\$13) per day for Sleeper Driver.

Medical  
Examination  
Allowance:

Effective June 12, 1983, \$15 (\$10).

Mileage  
Allowance:

Effective June 12, 1983, 35¢ (30¢) per mile for employees required to use their own car during the course of duty.

Travelling  
Allowance:

Effective June 12, 1983, \$11 (\$10) per day for Laid-Over Driver.

Hamilton Street Railway Company and Canada Coach Lines Limited at Hamilton - Locals

107 and 185, Transit Union (AFL-CIO/CLC) (hourly-rated and salaried employees): Three 12-month amended agreements effective from April 1, 1983 to March 31, 1984, covering 809 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreements were effective from April 1, 1982 to March 31, 1984.

Wages:

Effective	Apr. 1/83
COLA Fold-in	92¢
General Increase	5%
Job Group 1 (includes Janitor)	\$10.40-\$11.43 (\$8.98-\$9.97)
Job Group 5 (includes Operator)	\$11.47-\$12.72 (\$10.00-\$11.19)
Job Group 9 (includes Auto Mechanic)	\$12.12-\$13.48 (\$10.62-\$11.92)

Probationary period is 6 months. Maximum rates are reached after two 6-month increases.

Cost of Living  
Provision:

Inoperative. (Previously for hourly-rated employees, 1¢ per 0.25 point increase in the Consumer Price Index - 1971=100, calculated quarterly, using 248.0 as the base figure. Capped at \$1 with no minimum. For salaried employees; 1% per 1% increase in the CPI - 1971=100, using the same base. Adjusted quarterly. Capped at 10% with no minimum.)

For details of previous agreement, see page 545 of the September 1982 Report.

Kitchener City Corporation, Transit Division, Department of Transportation Services - Local 304, Railway, Transport and General Workers (CLC): A 12-month agreement effective from June 1, 1983 to May 31, 1984, covering 225 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>June 1/83</u>
	General Increase	5%
	General Labour	\$9.52-\$9.98 (\$9.07-\$9.50)
	Bus Operator	\$10.63-\$10.97 (\$10.12-\$10.45)
	Machinist	\$11.35-\$11.81 (\$10.81-\$11.25)

Probationary period is 4 months for Bus Operator and 6 months for General Labour and Machinist. Maximum rates for Bus Operator are reached after two 6-month increases, and for General Labour and Machinist after 6 months.

Mississauga City Corporation, Transit Department - Local 1572, Transit Union (AFL-CIO/CLC): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 293 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	General Increase	5%
	General Serviceman	\$10.13 (\$9.65)
	Operator	\$12.31 (\$11.72)
	Licensed Mechanic/Bodyman	\$13.09 (\$12.47)

Ottawa-Carleton Regional Transit Commission at Ottawa - Division 279, Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance employees): A 24-month renewal agreement effective from January 1, 1983 to December 31, 1984, covering 1,600 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/83</u>	<u>July 1/83</u>
	General Increases	5%	1%
	Operator	\$11.31 (\$10.77)	\$11.42
	Mechanic B	\$13.28 (\$12.65)	\$13.41
	Effective	<u>Jan. 1/84</u>	<u>Sept. 1/84</u>
	General Increases	5.1%	5.4%
	Operator	\$12.00	\$12.65
	Mechanic B	\$14.09	\$14.85

Safety Shoe Allowance: Employer contributes \$45 (\$37) towards the cost of 1 pair per year for Equipment Department employees. Effective January 1, 1984, \$50.

Tool Allowance: Employer contributes a maximum of \$100 towards the costs (previously 66 2/3% of the costs to a maximum of \$85).

#### ELECTRIC POWER, GAS AND WATER UTILITIES

Hamilton City Hydro-Electric Commission - Local 138, Electrical Workers (IBEW) (AFL-CIO/CFL): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 290 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from July 1, 1982 to June 30, 1984.

Wages:	Effective	<u>July 1/83</u>
	Increase	5%, with a minimum of \$750 per year
	Groundman	\$9.95-\$11.37 (\$9.48-\$10.83)
	Lineman 1st Class	\$15.32 (\$14.59)
	Office (Weekly Rates)	
	General Clerk III	\$238.45-\$266.45 (\$224.00-\$252.00)

July 1/83

Engineering	\$529.20-\$617.40
Technician	(\$504.00-\$588.00)

Probationary period is 6 months. Maximum rates for Groundman are reached after 12 months, for General Clerk III after 1 year and for Engineering Technician after 3 years.

Cost of Living Provision:	Inoperative. (Previously, 1% per 1% increase in the Consumer Price Index - 1971=100, using July 1982 as the base index month. Triggered at 10%. Capped at 3%. Adjusted annually. Formula did not trigger.)
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For details of previous agreement, see page 425 of the July, 1982 Report.

#### EDUCATION AND RELATED SERVICES

Bruce County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 344 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category 1 0-5 years	\$14,854-\$20,287 (\$14,147-\$19,321)
	Teacher-Category 4 0-11 years	\$18,714-\$32,416 (\$17,823-\$30,872)
	Teacher-Category 7 0-11 years	\$22,389-\$40,946 (\$21,323-\$38,996)

Cost of Living Provision:	Inoperative. (Previously, \$15 per 1/10% rise in the Consumer Price Index - 1971=100, above the base of June 30, 1982. Triggered at 10%. Maximum payment \$300. Adjusted June 30, 1983, and payable by August 31, 1983.)
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Responsibility Allowances:	Principal	
	"A" Schools	\$4,520 (\$4,305) plus \$410 (\$390) per occupied classroom
	"B" Schools	\$520 (\$495) per occupied classroom
	Vice Principal	\$252 (\$240) plus \$210 (\$200) per occupied classroom

Carleton Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 1,100 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/82	Sept. 1/83
General Increases		6.37%*	5%
Teacher-Level 1 0-10 years		\$21,177-\$33,406** (\$19,397-\$30,599)	\$22,235-\$35,076
Teacher-Level 4 0-10 years		\$24,335-\$40,520** (\$22,290-\$37,115)	\$25,551-\$42,546
Vice-Principal 0-3 years		\$45,794-\$48,450** (\$41,946-\$44,378)	\$48,083-\$50,872
Principal 0-3 years		\$50,240-\$53,688** (\$46,019-\$49,176)	\$52,573-\$56,372

\* An additional 0.13% is diverted to fund improved benefits.

\*\* Includes 2.82% of January, 1981 earnings, previously paid as a lump sum.

Responsibility Allowances:	Major Department Head and Administrative Head, Major	\$3,246 (\$2,982)	\$3,408
	Minor Department Head and Administrative Head, Minor	\$2,207 (\$2,027)	\$2,317
	Assistant Head and Teacher's Coordinator	\$1,687 (\$1,549)	\$1,771
	Educational Consultant	\$1,524 (\$1,400)	\$1,600
	Program Consultant	\$3,811 (\$3,500)	\$4,001

Health and Welfare: Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Psychological Services Plan (new) - Employer pays 90% of premium costs.

Carleton Roman Catholic Separate School Board - Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 275 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/83
General Increase		5%
Teacher-Category 1 0-7 years		\$15,167-\$22,222 (\$14,445-\$21,164)

Sept. 1/83

Teacher-Category 4 0-12 years	\$20,041-\$33,060 (\$19,087-\$31,486)
Teacher-Category 7 0-14 years	\$24,913-\$44,444 (\$23,727-\$42,328)
Co-ordinator	\$40,974-\$48,320 (\$39,023-\$46,019)

Principal

Less than 600 pupils	\$41,890-\$49,080 (\$39,895-\$46,743)
601 pupils and over and Senior Elementary Schools	\$44,120-\$51,330 (\$42,019-\$48,886)

Special Education Allowance:	Elementary Certificate	\$473 (\$450)
	Intermediate Certificate	\$773 (\$750)
	Supervisor's Certificate	\$1073 (\$1050)
Responsibility Allowances:	Vice-Principal of Elementary School	\$175 (\$167) per classroom above placement
	Teacher Designate	\$630 (\$600)
	Consultant	\$2,096 (\$1,996)
	Department Chairman of Senior School	\$420 (\$400) per level per year

Carleton Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 700 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages and allowances are identical to those reported above for the Association des Enseignants Franco-Ontariens.

Dufferin-Peel Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 1,758 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year
	Teacher-Level 1 0-6 years	\$15,950-\$23,220 (\$14,950-\$22,110)

Sept. 1/83

Teacher-Level 4	\$20,490-\$34,270
0-10 years	(\$19,490-\$32,640)
Teacher-Level 7	\$25,750-\$42,200
0-12 years	(\$24,520-\$40,190)
Principal-Level 5	\$42,850-\$48,630
	(\$40,810-\$46,310)

Responsibility  
Allowances:

Principal	
Intermediate Schools	\$2,890 (\$2,750)
Non-Intermediate Schools	
with 800-949 students	\$2,310 (\$2,200)
with 950 or more students	\$2,890 (\$2,750)
Vice-Principal	\$4,725 (\$4,500)
Co-ordinator	\$4,200 (\$4,000)
Consultant	\$2,940 (\$2,800)
Resource Teacher	\$1,680 (\$1,600)

Mileage Allowance: 25¢ (23¢) per kilometer.

Durham Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A  
12-month wage agreement effective from September 1, 1982 to August 31, 1983, covering 1,029 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:

Effective	<u>Sept. 1/82</u>
Increases	9% for Teacher; 7% for Vice-Principal; 6% for Principal
Teacher-Category I	\$19,599-\$32,484
0-11 years	(\$17,981-\$29,802)
Teacher-Category IV	\$22,917-\$40,548
0-11 years	(\$21,025-\$37,200)
Vice-Principal	\$43,254-\$46,895*
	(\$39,750-\$43,106)
Principal	\$49,279-\$53,867*
	(\$45,731-\$50,000)

\*Rates include fold-ins of up to \$721 for Vice-Principal and up to \$818 for Principal, previously paid as a lump sum.

Responsibility  
Allowances:

Director	\$3,048 (\$2,875)
Major Head	\$2,783 (\$2,625)
Minor Head	\$1,776 (\$1,675)
Assistant Head	\$1,299 (\$1,225)
Co-ordinator	\$3,048 (\$2,875)
Assistant Co-ordinator	\$2,226 (\$2,100)
Chairman	\$1,299 (\$1,225)
Consultant	\$3,339 (\$3,150)

Grey County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A  
12-month agreement effective from September 1, 1983 to August 31, 1984, covering 430 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/83
	General Increase	5%
	Teacher-Category D 0-6 years	\$14,833-\$20,630 (\$14,127-\$19,648)
	Teacher-Category A1 0-10 years	\$19,197-\$33,597 (\$18,283-\$31,997)
	Teacher-Category A4 0-12 years	\$22,396-\$41,594 (\$21,330-\$39,613)
Cost of Living Allowance:	1% per 1% increase in the Consumer Price Index - 1971=100, above the August, 1983 base. Triggers at 13% (12%). Capped at \$300. (Basic formula is unchanged.)	
Responsibility Allowances:	Principal	\$8,911 (\$8,487)
	Vice-Principal	\$4,458 (\$4,246)
	Principal's Assistant	\$1,031 (\$982)
Education Allowance:	Up to \$225 for tuition for an updating course. (Previously, employer paid 100% of tuition and travelling expenses with a maximum of 320 km. per week for a maximum of 6 weeks, to employee living at home, or \$45 per week living allowance and travelling expense to a maximum of \$113, to employee living away from home.)	
Early Retirement Incentive Plan (new):	Employee who retires on a full Type "A" pension receives \$5,000 if retirement is taken 5 or more years before age 65, \$4,000 at age 61, \$3,000 at age 62, \$2,000 at age 63 and \$1,000 at age 64. Employee not eligible for a full Type "A" pension, but who is 50 or more years of age and has at least 10 years' service receives \$6,000 in the first year, \$5,500 in the second, \$5,000 in the third, \$4,500 in the fourth and \$4,000 in the fifth year following retirement.	
Deferred Salary Leave Plan (new):	An eligible employee may have the option of taking a 1 year leave of absence by deferring salary in each year preceding the year of the leave.	

Haldimand Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A  
12-month agreement effective from September 1, 1983 to August 31, 1984, covering 223 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/83
	General Increase	5%
	Teacher-Category D 0-6 years	\$14,985-\$20,829 (\$14,271-\$19,837)

Sept. 1/83

Teacher-Category A1                   \$19,811-\$33,722  
0-11 years                               (\$18,868-\$32,116)

Teacher-Category A4                   \$23,647-\$42,151  
0-11 years                               (\$22,521-\$40,144)

Responsibility  
Allowances:

Principal  
Group A                                 \$6,169 (\$5,875)  
Group B                                 \$7,786 (\$7,415)  
Group C                                 \$10,721 (\$10,210)  
Vice-Principal                         \$3,542 (\$3,373)  
Consultant                              \$4,576 (\$4,358)

Special Education           \$341 (\$325) for teacher with elementary certificate, \$446 (\$425)  
Allowance:                   for teacher with intermediate certificate and \$551 (\$525) for  
teacher with specialist or supervisor's certificate.

Special                         \$693 (\$660) for administrative assistant.  
Allowance:

Hamilton City Board of Education - Federation of Women Teachers' Associations of  
Ontario and Ontario Public School Teachers' Federation (Ind.): A  
24-month agreement effective from September 1, 1982 to August 31,  
1984, covering 1,300 employees, revised subject to the provisions  
of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Increases		8%, for Teacher; 7% for Principal, Vice-Principal and Supervisor	5%
Teacher-Category D		\$13,329-\$20,026	\$13,995-\$21,027
0-6 years		(\$12,342-\$18,543)	
Teacher-Category A1		\$19,031-\$31,833	\$19,983-\$33,425
0-11 years		(\$17,621-\$29,475)	
Teacher-Category A4		\$22,838-\$40,660	\$23,980-\$42,693
0-11 years		(\$21,146-\$37,648)	
Vice-Principal		\$40,505-\$41,714	\$42,530-\$43,800
0-2 years		(\$37,855-\$38,985)	
<u>Principal</u>			
Category A (under 17		\$42,621-\$46,429	\$44,752-\$48,750
teachers) 0-5 years		(\$39,833-\$43,392)	
Category B (17 or more		\$46,429-\$47,941	\$48,750-\$50,338
teachers) 0-5 years		(\$43,392-\$44,805)	

	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Supervisor	\$47,014-\$50,453	\$49,365-\$52,976
0-2 years	(\$43,938-\$47,152)	

Hamilton City Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 1,100 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Increases		8%, for Teacher; 7% for Principal, Vice-Principal and Supervisor	5%
Teacher-Category I 0-11 years		\$19,031-\$31,833 (\$17,621-\$29,475)	\$19,983-\$33,425
Teacher-Category IV 0-11 years		\$22,838-\$40,660 (\$21,146-\$37,648)	\$23,980-\$42,693
Vice-Principal 0-2 years		\$45,228-\$47,385 (\$42,269-\$44,285)	\$47,489-\$49,754
Supervisor 0-2 years		\$47,014-\$50,453 (\$43,938-\$47,152)	\$49,365-\$52,976
<u>Principal</u>			
Vocational School 0-2 years		\$47,360-\$50,692 (\$44,262-\$47,376)	\$49,728-\$53,227
Composite and Grade 13 School 0-2 years		\$49,422-\$53,209 (\$46,189-\$49,728)	\$51,893-\$55,869

Kent County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 553 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
General Increase		5%
Teacher-Category 1 0-5 years		\$15,094-\$21,000 (\$14,375-\$20,000)
Teacher-Category 4 0-10 years		\$19,646-\$33,296 (\$18,710-\$31,710)

		<u>Sept. 1/83</u>
	Teacher-Category 7	\$23,357-\$41,895
	0-11 years	(\$22,245-\$39,900)
	Principal	\$45,281-\$50,463
	0-3 years	(\$43,125-\$48,060)
Responsibility	Vice-Principal and	\$3,150 (\$3,000)
Allowances:	Supervisor	
	Co-ordinator	\$4,725 (\$4,500)

Lakehead District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 300 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Level D	\$17,366-\$23,867
	0-7 years	(\$16,539-\$22,730)
	Teacher-Level A-1	\$21,048-\$33,687
	0-10 years	(\$20,046-\$32,083)
	Teacher-Level A-4	\$25,728-\$43,075
	0-11 years	(\$24,503-\$41,024)
	Principal	\$47,985
		(\$45,700)

Cost of Living Provision: Deleted. (Previously, 1% per 1% increase in the Consumer Price Index for Thunder Bay - 1971=100. Triggered at 11%. Capped at 13%. Maximum of 1.5% to be folded into base rates in effect August 31, 1983.)

Lanark County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 250 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category A1	\$20,087-\$34,073
	0-11 years	(\$19,130-\$32,450)
	Teacher-Category A4	\$23,877-\$42,788
	0-12 years	(\$22,740-\$40,750)

Sept. 1/83

Vice-Principal \$46,840-\$50,568  
0-3 years (\$44,610-\$48,160)

Principal \$53,193-\$56,920  
0-3 years (\$50,660-\$54,210)

Responsibility Increase by 5%.  
Allowances:

Leeds and Grenville County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 475 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages: Effective Sept. 1/83

Increase 5%, with a  
minimum of  
\$750 per year

Teacher-Level 1 \$15,488-\$21,318  
0-5 years (\$14,738-\$20,303)

Teacher-Level 4 \$20,343-\$33,849  
0-11 years (\$19,374-\$32,237)

Teacher-Level 7 \$24,633-\$42,313  
0-12 years (\$23,460-\$40,298)

Principal

"A" Schools \$42,608-\$46,346  
(fewer than 14  
teaching units)  
0-3 years (\$40,579-\$44,139)

"B" Schools \$43,155-\$49,656  
(14 or more  
teaching units)  
0-4 years (\$41,100-\$47,291)

Responsibility Vice-Principal and  
Allowances: Coordinator \$3,150 (\$3,000)  
Consultant \$2,100 (\$2,000)  
Teacher Designate \$683 (\$650)

Leeds and Grenville County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 345 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/83
	General Increase	5%
	Teacher-Category I 0-11 years	\$20,452-\$34,227 (\$19,478-\$32,597)
	Teacher-Category IV 0-13 years	\$24,827-\$42,860 (\$23,645-\$40,819)
	Vice-Principal 0-3 years	\$47,245-\$50,765 (\$44,995-\$48,348)
	Principal 0-3 years	\$52,129-\$57,996 (\$49,647-\$55,234)
Cost of Living Provision:	Deleted. (Previously, 0.6% per 1% increase in the Consumer Price Index - 1971=100, using April 1982 as the base index month. Triggered at 12.5%. Capped at \$500.)	
Responsibility Allowances:	Major Department Head	\$2,625*
	Minor Department Head	\$1,890*
	Assistant Department Head and Subject Chairman	\$1,050*
	Co-ordinator	\$3,938 (\$3,750)
	Consultant	\$2,625 (\$2,500)
	*Previously determined by the Principal according to Criteria Factors.	

Lincoln County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A  
12-month agreement effective from September 1, 1983 to August 31, 1984, covering 830 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/83
	General Increase	5%
	Teacher-Level 1 0-6 years	\$15,792-\$22,572 (\$15,040-\$21,497)
	Teacher-Level 4 0-10 years	\$20,316-\$34,038 (\$19,349-\$32,417)
	Teacher-Level 7 0-11 years	\$24,439-\$42,953 (\$23,275-\$40,908)
Responsibility Allowances:	Increase by 5%.	

Lincoln County Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A  
12-month agreement effective from September 1, 1983 to August 31, 1984, covering 410 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Level D 0-6 years	\$15,782-\$22,537 (\$15,030-\$21,464)
	Teacher-Level A1 0-10 years	\$19,979-\$33,286 (\$19,028-\$31,701)
	Teacher-Level A4 0-13 years	\$24,656-\$42,418 (\$23,482-\$40,398)

Responsibility Increase by 5%.  
Allowances:

London and Middlesex County Roman Catholic Separate School Board, - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 500 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 2-8 years	\$16,773-\$22,531 (\$15,974-\$21,458)
	Teacher-Category A1 0-10 years	\$18,418-\$31,247 (\$17,541-\$29,759)
	Teacher-Category A4 0-10 years	\$22,367-\$41,113 (\$21,312-\$39,155)

Responsibility Acting Co-ordinator \$3,990 (\$3,800)  
Allowances: Major Department Head \$2,415 (\$2,300)  
Minor Department Head \$1,627 (\$1,550)  
Teacher Designate \$840 (\$800)  
Assistant Department Head \$546 (\$520)

Metropolitan Separate School Board at Toronto - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 5,500 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/83
	General Increase	5%*
	Teacher-Category D 0-7 years	\$14,028-\$23,834 (\$13,360-\$22,699)
	Teacher-Category A1 0-10 years	\$19,759-\$33,937 (\$18,818-\$32,321)
	Teacher-Category A4 0-10 years	\$23,681-\$42,384 (\$22,553-\$40,366)
	<u>Vice-Principal**</u>	
	Levels 4 and 5	\$39,144-\$40,404 (\$37,280-\$38,480)
	Level 6	\$43,136-\$44,396 (\$41,082-\$42,282)
	Level 7	\$45,266-\$46,526 (\$43,110-\$44,310)
Lump Sum Payment*:	Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment.	
	** 4 increments to maximum. \$900 less for each year of experience less than 10 years of total teaching and vice-principal experience. Vice-principal without a recognized university degree, \$2,300 less than scale for Levels 4 and 5.	
	<u>Principal</u> 0-5 years	
	"A" School	\$44,534-\$48,734 (\$42,413-\$46,413)
	"B" School	\$46,686-\$50,886 (\$44,463-\$48,463)
	"C" School	\$48,130-\$52,330 (\$45,838-\$49,838)
Responsibility Allowances:	Department Heads	<u>Qualified</u> <u>Acting</u>
	Major	\$3,150 (\$3,000) \$1,575 (\$1,500)
	Minor	\$1,575 (\$1,500) \$788 (\$750)
	Supervisor/ Resource Teacher	\$1,454 (\$1,385)
Special Education Allowances:	Part I	\$525 (\$500)
	Part II	\$788 (\$750)
	Part III	\$1,024 (\$975)

	<u>Sept. 1/83</u>
Teacher assigned to home "instruction"	\$683 (\$650)
Teacher assigned to Catholic Teachers' Centre	\$1,454 (new)
Monthly Car Expense Allowance:	Current allowances increase by 5%. \$243 (new) for Catholic Teachers Centre.

Niagara South Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 777 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Group 1 0-12 years	\$19,110-\$33,915 (\$18,200-\$32,300)
	Teacher-Group 4 0-12 years	\$23,741-\$42,641 (\$22,610-\$40,610)
	Consultant 0-4 years	\$45,923-\$48,502 (\$43,736-\$46,192)
	Vice-Principal 0-4 years	\$46,878-\$50,028 (\$44,646-\$47,646)
	Principal 0-4 years	\$52,323-\$56,682 (\$49,831-\$53,983)

Nipissing Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 245 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year
	Teacher-Category 1 0-5 years	\$15,873-\$20,361 (\$14,873-\$19,361)
	Teacher-Category 4 0-11 years	\$20,437-\$33,555 (\$19,437-\$31,958)

Sept. 1/83

Teacher-Category 7	\$20,435-\$42,376
0-11 years	(\$23,272-\$40,359)
Responsibility	Principal
Allowances:	0-5 years
	A School \$5,607-\$8,407 (\$5,340-\$8,008)
	B School \$4,333-\$7,133 (\$4,127-\$6,795)
	Small School \$3,212-\$6,012 (\$3,059-\$5,727)
	Vice-Principal \$2,543-\$3,707 (\$2,336-\$3,448)
	Consultant \$3,504 (\$3,337)

Nipissing Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 363 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher A1-1	\$20,477-\$33,527
	0-11 years	(\$19,502-\$31,931)
	Teacher A4-4	\$24,385-\$42,525
	0-11 years	(\$23,224-\$40,500)
	Vice-Principal	\$48,311-\$51,362
	0-4 years	(\$46,010-\$48,917)
	Principal	\$54,541-\$57,592
	0-4 years	(\$51,944-\$54,851)

Night and Summer School Salaries:	Principal and Co-ordinator, Night School	\$1,937-\$5,397 (\$1,845-\$5,140) depending on enrolment
	Principal, Summer School	\$4,568 (\$4,350)
	Teacher of Credit Courses	\$20.50 (\$19.50) per hour minimum

Responsibility	Director (Commercial and Technical)	\$3,624 (\$3,451)
Allowances:	Major Department Head	\$3,434 (\$3,270)
	Minor Department Head	\$2,249 (\$2,142)
	Assistant Department Head	\$1,845 (\$1,757)
	Subject Chairman	\$1,463 (\$1,393)

Nipissing District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 425 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/83
	General Increase	5%
	Teacher-Category D 0-5 years	\$15,409-\$19,909* (\$14,684-\$18,974)
	Teacher-Category A1 0-11 years	\$20,371-\$33,091* (\$19,414-\$31,536)
	Teacher-Category A4 0-11 years	\$24,028-\$42,246* (\$22,899-\$40,260)

\* For calculation purposes only, approximately 0.06% is diverted from the 1982 wage rates to fund benefits, before applying the 5% general increase.

Responsibility Allowances:	Principal 0-3 years	
	A School	\$6,405-\$7,980 (\$6,100-\$7,600)
	B School	\$5,040-\$6,615 (\$4,800-\$6,300)
	C School	\$3,675-\$5,250 (\$3,500-\$5,000)
	Consultant	\$1,660 (\$1,581)
	Coordinator	\$3,150 (\$3,000)
	Special Education	\$315-\$945 (\$300-\$900)
	Teacher of Industrial Arts and Home Economics	\$210-\$630 (\$200-\$600)
	Librarian	\$210-\$420 (\$200-\$400)
	Teacher Designate	\$21 (\$20) per day to replace Principal when absent beyond 15 days per year

Norfolk County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 227 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/82	Sept. 1/83
	General Increases	8%	5%
	COLA Fold-in	2.6% of Sept. 1/81 earnings	
	Teacher-Category 1 0-10 years	\$19,801-\$31,680 (\$17,870-\$28,590)	\$20,791-\$33,264
	Teacher-Category 4 0-10 years	\$23,957-\$40,002 (\$21,620-\$36,100)	\$25,155-\$42,002
	Principal	\$49,653-\$54,407 (\$44,810-\$49,100)	\$52,136-\$57,127
	Vice-Principal	\$44,500-\$48,423 (\$40,160-\$43,700)	\$46,726-\$50,844

Cost of Living Provision: Inoperative. (Previously, 0.2% per 0.2% increase in the Consumer Price Index - 1971=100, using August 1981 as the base index month. Triggered at 8%.)

Responsibility Allowances:	Technical Director	\$2,750 (\$2,600)	\$2,888
	Major Department Head	\$2,600 (\$2,450)	\$2,730
	Intermediate Department Head	\$1,925 (\$1,775)	\$2,021
	Minor Department Head, Assistant Department Head and Special Education Resource Person	\$1,275 (\$1,175)	\$1,339
	Co-ordinator of Work Experience Program (new)		\$3,450

North Shore District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 209 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/83
	General Increase	5%
	Teacher-Category D 0-7 years	\$17,955-\$22,733 (\$17,100-\$21,650)
	Teacher-Category A1 0-12 years	\$21,000-\$34,545 (\$20,000-\$32,900)
	Teacher-Category A4 0-12 years	\$24,570-\$43,155 (\$23,400-\$41,100)
Responsibility Allowances:	Principal	\$840 (\$800) per unit for the first 5 units, \$630 (\$600) per unit for the next 5 units and \$157.50 (\$150) per unit for the remaining units, with a minimum of \$5,250 (\$5,000)
	Substitute Principal Consultant	\$36.75 (\$35) per unit per year
	Full-time	\$2,887.50 (\$2,750)
	Part-time	\$1,443.75 (\$1,375)

Peel Board of Education - Local 2544, Canadian Union of Public Employees (CLC)  
(maintenance and service employees): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 425 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	Increase	5%, with a minimum of \$750 per year

Annual Rates  
(Full-time)

Matron	\$14,312-\$16,380 (\$13,562-\$15,600)
Assistant Custodian	\$18,667-\$20,361 (\$17,778-\$19,391)
Electrician	\$30,852 (\$29,383)

Probationary period is 6 months. Maximum rates are reached after 1 year.

Peel Board of Education - Local 1628, Canadian Union of Public Employees (CLC)  
(office and clerical employees): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 500 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	Increase	5%, with a minimum of \$750 per year

Annual Rates

Level 1 (including Mail File Clerk)	\$12,173-\$13,648 (\$11,423-\$12,898)
Level 7 (including Senior Secretary)	\$18,791-\$21,343 (\$17,896-\$20,327)

Probationary period is 3 months excluding July and August.  
Maximum rates are reached after 30 months.

Perth County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):  
A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 394 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%

<u>Sept. 1/83</u>		
Responsibility Allowances:	Teacher-Category D	\$14,866-\$20,866
	0-6 years	(\$14,158-\$19,891)
	Teacher-Category A1	\$19,320-\$32,719
	0-11 years	(\$18,400-\$31,161)
	Teacher-Category A4	\$23,147-\$41,805
	0-12 years	(\$22,045-\$39,814)
	Principal -	\$49,245-\$51,366
	A School	(\$46,900-\$48,920)
	Principal -	\$45,958-\$49,193
	B School	(\$43,770-\$46,850)
Responsibility Allowances:	Principal-C School, Vice-Principal and Consultant	\$3,675 (\$3,500)
	French Teacher	\$420 (\$400)
	Special Education Teacher	\$735 (\$700)
	Itinerant Teacher	\$525 (\$500)

Renfrew County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 380 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

<u>Sept. 1/83</u>		
Wages:	Effective	
	General Increase	5%
	Teacher-Category D	\$14,747-\$19,091
	0-5 years	(\$14,045-\$18,182)
	Teacher-Category A1	\$17,964-\$34,133
	0-11 years	(\$17,109-\$32,508)
	Teacher-Category A4	\$23,355-\$42,214
	0-12 years	(\$22,243-\$40,204)
	Principal	\$3,212-\$9,840 (\$3,059-\$9,376)
	Vice-Principal	\$3,212 (\$3,059)
Responsibility Allowances:	Lead Teacher	\$689 (\$656)
	Principal's Alternate	\$244 (\$232)

Renfrew County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 404 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category 1 0-11 years	\$17,720-\$33,670 (\$16,876-\$32,067)
	Teacher-Category IV 0-12 years	\$23,038-\$41,642 (\$21,941-\$39,659)
	Principal 0-3 years	\$51,842-\$55,844 (\$49,373-\$53,185)
	Vice-Principal 0-3 years	\$45,882-\$50,174 (\$43,697-\$47,785)

Responsibility Allowances:		<u>Qualified</u>	<u>Unqualified</u>
	Technical & Commercial Director		
	A - 4 or more full timetables	\$3,511 (\$3,344)	\$3,016 (\$2,872)
	B - 2 or 3 full timetables	\$3,147 (\$2,997)	\$2,386 (\$2,272)
	Major Department Head, 4 or more timetables	\$3,247 (\$3,092)	\$2,716 (\$2,587)
	Minor Department Head, 2 or 3 timetables	\$2,716 (\$2,587)	\$2,020 (\$1,924)
	Assistant Department Head, Librarian and Subject Co-ordinator	\$1,458 (\$1,389)	

Sault Ste. Marie Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1982 to August 31, 1983 and a 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 410 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	General Increases	9%	5%
	Teacher-Level D 0-7 years	\$14,545-\$19,921 (\$13,344-\$18,276)	\$15,272-\$20,918
	Teacher-Level A1 0-11 years	\$18,396-\$30,883 (\$16,887-\$28,333)	\$19,316-\$32,427
	Teacher-Level A4 0-12 years	\$21,991-\$38,618 (\$20,175-\$35,429)	\$23,091-\$40,549

Previous rates reflect a COLA fold-in.

Cost of Living Provision: Deleted. (Previously, 1% per 1% increase in the Consumer Price Index - 1971=100. Triggered at 8.5%. Capped at 11%.)

Responsibility Allowances:	Principal	\$6,344 (\$5,820)	\$6,661
	Vice-Principal	\$1,891 (\$1,736)	\$1,986
	Co-ordinator	\$3,467 (\$3,181)	\$3,640
	Consultant	\$2,996 (\$2,800)	\$3,146
	Assistant Consultant	\$1,338 (\$1,250)	\$1,405

Outer School Allowances:	Mountain View Public School	\$380 (\$355)	\$399
	Searchmount Public School and C.O. Somes Public School	\$700 (\$655)	\$735
	C.O. Somes Annex (Montreal River)	\$899 (\$840)	\$944

Sault Ste. Marie Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A  
 12-month agreement effective from September 1, 1982 to August 31, 1983 and a 12-month agreement effective from September 1, 1983 to August 31, 1984 covering 365 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/82	Sept. 1/83
General Increases		9%	5%
Teacher-Category 1 0-10 years	\$18,655-\$31,926 (\$17,115-\$29,290)		\$19,588-\$33,522
Teacher-Category 4 0-12 years	\$22,263-\$39,643 (\$20,425-\$36,370)		\$23,376-\$41,625

Previous rates reflect a 3.2% COLA fold-in for a total increase on the 1980-81 salary grid of 10.2% and for Level 4, top rate, maximum fold-in to \$36,370.

Cost of Living Provision: Deleted. (Previously, 1% per 1% increase in the Consumer Price Index - 1971=100. Triggered at 7.5%. Capped at 10.75%.)

Responsibility Allowances:	Principal*	\$9,591-\$11,837 (\$8,500-\$10,500)	\$10,071-\$12,429
	Vice-Principal*	\$4,534-\$6,780 (\$4,000-\$6,000)	\$4,761-\$7,119
	Co-ordinator	\$3,467 (\$3,420)	\$3,640
	Director-Commercial, Technical	\$3,312 (\$3,095)	\$3,478
	Major Department Head, qualified	\$2,985 (\$2,790)	\$3,134
	Minor Department Head, qualified	\$2,258 (\$2,110)	\$2,371
	Acting, unqualified Head, Major	\$1,648 (\$1,540)	\$1,730
	Minor	\$1,332 (\$1,245)	\$1,399
	Assistant Head qualified	\$1,487 (\$1,390)	\$1,561
	unqualified	\$1,172 (\$1,095)	\$1,231

	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Subject Head, qualified	\$1,172 (\$1,095)	\$1,231
unqualified	\$803 (\$750)	\$843

\* Plus experience allowance.

Experience Allowance: Two times \$1,124 (\$1,000) for Principal and Vice-Principal.  
Effective September 1, 1983, two times \$1,179.

Sault Ste. Marie District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 398 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 0-5 years	\$15,444-\$20,274 (\$14,708-\$19,308)
	Teacher-Category A1 0-10 years	\$19,242-\$32,022 (\$18,326-\$30,496)
	Teacher-Category A4 0-11 years	\$23,919-\$40,980 (\$22,780-\$39,027)

Responsibility Allowances: Increase by 5%.

Simcoe County Board of Education - Local 330, Ontario Public Service Employees (NUPGE) (CLC): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 264 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	Increase	5% with a minimum of \$750 per year
	Junior Clerk	\$6.65-\$7.57 (\$6.24-\$7.16)
	Buyer	\$9.98-\$12.38 (\$9.50-\$11.79)

Probationary period is 3 consecutive months. Maximum rates are reached with 4 merit increases.

Simcoe County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 340 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/83
	Increase	5%, with a minimum of \$1,000 per year
	Teacher-Category D 0-6 years	\$15,465-\$20,605 (\$14,465-\$19,605)
	Teacher-Category A1 0-10 years	\$19,950-\$32,760 (\$18,950-\$31,200)
	Teacher-Category A4 0-12 years	\$24,329-\$41,344 (\$23,170-\$39,375)
Responsibility Allowances:	Principal	\$6,300 (\$6,000) plus experience allowance of \$630 (\$600) per year*
	"A" School	\$5,565 (\$5,300) plus experience allowance of \$630 (\$600) per year*
	"B" School	\$2,100 (\$2,000)
	Vice-Principal	\$2,150 (\$2,000) plus experience allowance of \$472.50 (\$450) per year*
	Consultant	\$3,150 (\$3,000) plus experience allowance of \$472.50 (\$450) per year*
	Co-ordinator	\$1,050 (\$1,000)
	French Language Instructional Unit	
	* To a maximum of 5 years.	
Deferred Salary Leave Plan:	Employee with 3 or more years of service may elect to spread 4 years' salary payment over 5 years in order to have the option of taking 1 year's leave of absence.	
Absence due to Inclement Weather (new):	Employee to be paid at regular salary.	

Timmins District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984 covering 284 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%*
	Teacher-Category DI 0-8 years	\$16,148-\$21,916 (\$15,379-\$20,875)
	Teacher-Category A1-IV 0-10 years	\$20,456-\$32,146 (\$19,482-\$30,612)
	Teacher-Category A4-VII 0-11 years	\$23,983-\$39,526 (\$22,841-\$37,647)
Lump Sum Payment:*	Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment.	
Responsibility Allowances:	Principal	\$6,175 (\$5,881) up to 7 teachers and \$218 (\$208) per teacher thereafter
	Vice-Principal	\$3,088 (\$2,941) up to 7 teachers and \$109 (\$104) per teacher thereafter
	Supervisor	\$3,862 (\$3,678)
	Consultant	\$1,841-\$3,126 (\$1,753-\$2,977)**
	Special Education	\$920-\$2,575 (\$876-\$2,452)**
	** Depending on qualifications.	

Wellington County Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 300 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Level I 0-6 years	\$14,613-\$21,268 (\$13,917-\$20,255)
	Teacher-Level IV 0-11 years	\$18,501-\$33,952 (\$17,620-\$32,335)
	Teacher-Level VII 0-13 years	\$22,533-\$41,416 (\$21,460-\$39,444)
Responsibility Allowances:	Principal	\$3,990 (\$3,800) plus experience allowance of \$113 (\$108) per year to a maximum of 10 years and \$210 (\$200) per teacher
	Vice-Principal	\$2,092 (\$1,992) plus experience allowance of \$113 (\$108) per year to a maximum of 10 years and \$125 (\$119) per teacher

Sept. 1/83

Supervisor	\$4,113 (\$3,917)
Curriculum Co-ordinator	\$3,436 (\$3,272)
Teacher Designate	\$158-\$210 (\$150-\$200)

Windsor Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 812 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 0-6 years	\$15,383-\$23,520 (\$14,650-\$22,400)
	Teacher-Category A1 0-11 years	\$20,412-\$36,110 (\$19,440-\$34,390)
	Teacher-Category A4 0-12 years	\$23,856-\$43,103 (\$22,720-\$41,050)
Responsibility Allowances:	Principal 0-7 years	\$1,995-\$7,508 (\$1,900-\$7,150)
	Vice-Principal 0-3 years	\$1,680-\$2,625 (\$1,600-\$2,500)
	Head Consultant 0-3 years	\$1,995-\$3,885 (\$1,900-\$3,700)
	Consultant 0-3 years	\$1,995-\$3,255 (\$1,900-\$3,100)
	Head Teacher and Special Resource Teachers	\$735 (\$700)

York Region Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 1,493 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 0-5 years	\$15,237-\$21,165 (\$14,511-\$20,157)
	Teacher-Category A1 0-11 years	\$20,612-\$34,874 (\$19,630-\$33,213)
	Teacher-Category A4 0-12 years	\$24,242-\$43,330 (\$23,088-\$41,267)

Sept. 1/83

Principal  
0-5 years

Less than 500 students \$44,447-\$50,755  
(\$42,330-\$48,338)

500 or more students \$46,028-\$52,335  
(\$43,836-\$49,843)

Responsibility Consultant \$5,500 (new)  
Allowances: Vice-President \$2,205-\$4,725 (\$2,100-\$4,500)

York Region Board of Education - Ontario Secondary School Teachers' Federation  
(Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 969 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages: Effective Sept. 1/83

General Increase 5%

Teacher-Category 1 \$20,427-\$34,874  
0-11 years (\$19,454-\$33,213)

Teacher-Category 4 \$24,070-\$43,330  
0-11 years (\$22,924-\$41,267)

Vice-Principal \$46,808-\$50,873  
0-5 years (\$44,579-\$48,450)

Principal \$52,543-\$57,987  
0-5 years (\$50,041-\$55,226)

Responsibility Guidance Co-ordinator \$5,878-\$6,504 (\$5,598-\$6,194)  
Allowances: Consultant \$5,500 (new)  
Branch Director \$3,690-\$4,377 (\$3,514-\$4,169)  
Chairman of Area \$3,690 (\$3,514)  
Commercial Director \$3,127-\$3,377 (\$2,978-\$3,216)  
depending on number of cycles  
Technical Director \$3,127-\$3,502 (\$2,978-\$3,335)  
depending on number of cycles  
Associate Head \$2,188 (\$2,084)  
Minor Head \$1,939 (\$1,847)  
(Subject Chairman)  
Acting Head, Assistant \$1,439 (\$1,370)  
Head or Senior Teacher

Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide  
Ontario Public Service Employees (NUPGE) (CLC) (support staff  
employees): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 4,600 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	Sept. 1/83
	Increase	5%, with a minimum of \$1,000 per year
	Clerk 1, General	\$7.18-\$7.83 (\$6.67-\$7.32)
	Tradesman Journeyman 2	\$12.09-\$12.45 (\$11.51-\$11.86)
	Programmer Analyst 3	\$17.09-\$19.46 (\$16.28-\$18.53)

Probationary period is 6 months. Maximum rates for Clerk 1, General and Programmer Analyst 3 are reached after two 6-month and two 1-year increases and for Tradesman Journeyman 2, after one 6-month increase.

Ryerson Polytechnical Institute Board of Governors at Toronto - Ryerson Faculty Association (Ind.): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 576 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	July 1/83
	General Increase	5%
	Teacher-3 Year Degree 0-14 years	\$23,479.41-\$43,352.80 (\$22,361.34-\$41,288.38)
	Teacher-4 Year Degree 0-14 years	\$24,684.06-\$45,155.78 (\$23,508.63-\$43,005.50)
	Teacher-Masters Degree 0-14 years	\$27,093.46-\$48,769.86 (\$25,803.29-\$46,447.49)
	Teacher- Ph. D./M. Phil. 0-11 years	\$31,006.68-\$48,769.86 (\$29,530.17-\$46,447.49)

Carleton University at Ottawa - Local 2424, Canadian Union of Public Employees (CLC)  
(clerical, technical and administrative employees): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 650 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year
	Level 1 (includes Mail Clerk) 0-2 steps	\$11,551-\$12,451 (\$10,551-\$11,409)
	Level 5 (includes Secretary) 0-7 steps	\$16,833-\$20,900 (\$15,833-\$19,704)
	Level 9 (includes Computer Services Supervisor) 0-8 steps	\$30,035-\$38,467 (\$28,605-\$36,637)

Probationary period is three calendar months for Level 1 employees, and six for Level 5 and Level 9 employees. Maximum rates are reached after two annual increases for Level 1 employees, seven for Level 5 employees and eight for Level 9 employees.

Queen's University at Kingston - Local 229, CLC Directly Chartered: A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 350 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from July 1, 1982 to June 30, 1984.

Wages:	Effective	<u>July 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year
	Maid	\$6.35 (\$5.87)
	Tradesman	\$12.45 (\$11.86)

For details of previous agreement, see page 429 of the July, 1982 Report.

University of Toronto - Local 2, Canadian Educational Workers (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 2,000 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Undergraduate	\$14.67 (\$13.97)
	Graduate Student (with less than 2 years of full time graduate study and without a Master's degree or its equivalent)	\$16.79 (\$15.99)
	Graduate Student (with 2 years or more of full- time graduate study or with a Master's degree or its equivalent, and all Post Doctoral Fellows)	\$18.77 (\$17.87)

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC) (plant operations and food services employees): A 24-month agreement effective from July 1, 1983 to June 30, 1985, covering 400 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>	<u>July 1/84</u>
	General Increase	5%	Wage Reopener
	Food Services Assistant	\$7.09 (\$6.75)	
	Custodian I	\$8.76 (\$8.34)	
	Electrician	\$11.63 (\$11.08)	

Wilfrid Laurier University at Waterloo - Faculty Association (Ind.): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 215 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	General Increase	5%
	<u>Salary Floor</u>	
	Lecturer	\$19,760 (\$18,819)

	<u>July 1/83</u>
Assistant Professor	\$24,896 (\$23,710)
Associate Professor	\$32,069 (\$30,542)
Professor	\$39,407 (\$37,530)

#### HEALTH AND WELFARE SERVICES

Scarborough General Hospital - Local 581, Ontario Public Service Employees (NUPGE) (CLC): A 12-month agreement effective from June 1, 1983 to May 31, 1984, covering 240 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>June 1/83</u>
	Increase	5%, with a minimum of \$750 per year

#### Monthly Rates

Clerk I	\$1,120-\$1,253 (\$1,057-\$1,190)
Medical Secretary	\$1,528-\$1,726 (\$1,455-\$1,644)

Probationary period for full time employees is 3 months. Maximum rates for Clerk I and Medical Secretary are reached after 2 years.

Sunnybrook Hospital and 47 other Ontario hospitals - Locals 183, 204, 268, 478, 532 and 777, Service Employees International (AFL-CIO/CLC): Seventy-one 12-month agreements effective from June 2, 1983 to June 1, 1984, covering 10,000 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>June 2/83</u>
	General Increase	5%

#### Sunnybrook Hospital (Bi-weekly Rates)

Housekeeping Aide	\$639.06-\$650.87 (\$608.63-\$619.88)
R.N.A.	\$722.93-\$739.46 (\$688.50-\$704.25)

June 2/83

Electrician	\$863.57-\$885.08 (\$822.45-\$842.93)
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Probationary period is 45 days of work. Maximum rates for Housekeeping Aide and R.N.A. are reached after 2 annual increases and for Electrician, after 1 annual increase.

Previous wage rates are currently under review by the Inflation Restraint Board.

Renfrew County Corporation (Bonnechere Manor at Renfrew) - Local 1508, Canadian Union of Public Employees (CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 208 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$750 per year
	Housekeeping Aide	\$7.36-\$7.56 (\$7.00-\$7.20)
	R.N.A.	\$8.56-\$8.72 (\$8.15-\$8.30)
	Maintenance Person	\$8.58-\$8.74 (\$8.17-\$8.32)

Probationary period for full-time employee is 3 months. Maximum rates are reached after two 6-month increases.

Thunder Bay City Corporation (Grandview Lodge, Cumberland Hall and Dawson Court, Homes for the Aged) - Local 268, Service Employees International (AFL-CIO/CLC): A 12-month agreement effective from April 1, 1983 to March 31, 1984, covering 451 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Apr. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year
	Housekeeping Aide	\$7.2387-\$7.4578 (\$6.7579-\$6.9770)
	Registered Nursing Assistant	\$8.3630-\$8.5820 (\$7.8822-\$8.1012)

Apr. 1/83

Engineer Handyman                      \$10.4060-\$10.9180  
   (\$9.9105-\$10.3981)

Probationary period is 65 worked days. Maximum rates are reached after two 6-month and one 12-month increases.

Cost of Living Provision:      Inoperative. (Previously, 3¢ per 1.0 point increase in the Thunder Bay Consumer Price Index - 1971=100. Triggered at 8%. Formula did not trigger.)

#### MISCELLANEOUS SERVICES

Modern Building Cleaning, a Division of Dustbane Enterprises Limited at the Toronto Dominion Centre - Local 2295, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from March 1, 1983 to February 28, 1985, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 1/83</u>	<u>Mar. 1/84</u>
	Average Increases	6%	5.75%
	Cleaning Service	\$6.03	\$6.39
	Operator Light (30 hours)	(\$5.67)	
	Floor Maintenance	\$7.10	\$7.46
	Specialist	(\$6.72)	
Premium Pay:	\$1.06 (\$1.00) per hour for Window Cleaner. Effective March 1, 1984, \$1.12 per hour for Window Cleaner and 5¢ per hour increase for all other premiums.		
Paid Vacation:	Effective March 1, 1984, 3 weeks after 3 (4) years' service.		

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (meteorology group): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from June 23, 1983 to June 22, 1985, covering 224 Ontario employees.

Wages:	Effective	<u>June 23/83</u>	<u>June 23/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	MT-2	\$24,575-\$33,688 (\$23,184-\$31,781)	\$25,804-\$35,372

	<u>June 23/83</u>	<u>June 23/84</u>
MT-5	\$38,062-\$43,048 (\$35,908-\$40,611)	\$39,965-\$45,200
MT-8	\$49,181-\$55,200* (\$46,397-\$52,075)	\$51,640-\$57,960*

\* Section 6 (5) of the PSCRA specifies that employees whose maximum salary range as of June 29, 1982, equals or exceeds \$49,500 are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Professional Institute (Ind.) (scientific research group): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from June 23, 1983 to June 22, 1985, covering 1,056 Ontario employees.

Wages:	Effective	<u>June 23/83</u>	<u>June 23/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	RS-1	\$26,834-\$35,305 (\$25,315-\$33,307)	\$28,176-\$37,070
	Research Manager 2	\$47,177-\$59,372* (\$44,507-\$56,011)	\$49,536-\$62,341*
	RS-4	\$51,771-\$65,127* (\$48,841-\$61,441)	\$54,360-\$68,383*

\* Section 6 (5) of the PSCRA specifies that employees whose maximum salary range as of June 29, 1982, equals or exceeds \$49,500 are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (financial administration group): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from June 23, 1983 to June 22, 1985, covering 1,160 Ontario employees.

Wages:	Effective	<u>June 23/83</u>	<u>June 23/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	FI-1	\$24,598-\$27,576 (\$23,206-\$26,015)	\$25,828-\$28,955
	FI-3	\$30,618-\$34,342 (\$28,885-\$32,398)	\$32,149-\$36,059
	FI-5	\$41,609-\$46,745 (\$39,254-\$44,099)	\$43,689-\$49,082
	FI-6*	\$42,900-\$53,464** (\$40,472-\$50,438)	\$45,045-\$56,137**

\* The pay rates applicable to FI-6 which refer to "rounded to the nearest \$100", must be applied in compliance with PSCRA as "rounded to the nearest \$1.00".

\*\* Section 6 (5) of the PSCRA specifies that employees whose maximum salary range as of June 29, 1982, equals or exceeds \$49,500 are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

#### LOCAL ADMINISTRATION

Durham Regional Municipality - Local 1764, Canadian Union of Public Employees (CLC):  
(inside employees): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 324 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year
	<u>Annual Rates</u>	
	Clerk 1	\$14,575 (\$13,575)
	Senior Planner 2	\$38,117 (\$36,302)

Start Rates - 5% less than classification, until completion of a 6-month probationary period.

Cost of Living Provision: Deleted. (Previously, 1% per 1% increase in the Consumer Price Index - 1971=100 above the April 1982 base. Triggered at 10%. Formula did not trigger.)

East York Borough Corporation - Local 114, Canadian Union of Public Employees (CLC)  
(inside and outside employees): Two 12-month agreements, effective from January 1, 1983 to December 31, 1983, covering 213 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	5%, with a minimum of \$750 for students and \$1,000 for others, per year

Outside

Labourer	\$10.23 (\$9.74)
Carpenter	\$12.36 (\$11.77)

Inside  
(Weekly Rates)

Clerk-Grade 1 (includes Clerk-Typist)	\$284.90-\$307.65 (\$265.65-\$288.40)
Clerk-Grade 6 (includes Senior Accountant)	\$508.55-\$568.40 (\$484.40-\$541.45)

Probationary period for Clerk-Grades 1 and 6 is 3 months. Maximum rates are reached after 3 years for Clerk-Grade 1 and after 4 years for Clerk-Grade 6.

ADDENDUM

December 1982 Settlement

CONSTRUCTION

NDT Management Association, Canada-wide - Quality Control Council of Canada on behalf of Locals 555 and 128, Boilermakers and Local 46, Plumbers (AFL-CIO/CFL) (technicians, trainees and helpers): A 24-month renewal agreement effective from December 1, 1982 to November 30, 1984, covering 400 Ontario employees, settled at the bargaining stage, and ratified in December, 1982. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 1/82</u>	<u>Dec. 1/83</u>
	Increases	93¢-\$2.08	44¢-\$1.08

	<u>Dec. 1/82</u>	<u>Dec. 1/83</u>
Junior Technician with less than 2 certificates	\$12.76 (\$11.22)	\$13.55
Senior Technician with 3 certificates	\$17.48 (\$15.40)	\$18.56

Health and  
Welfare:

Weekly Indemnity - Benefit is equivalent to the UIC allowable payment. (Previously, maximum benefit of \$200 per week.)

#### April 1983 Settlement

#### EDUCATION AND RELATED SERVICES

Ryerson Polytechnical Institute Board of Governors at Toronto - Local 4, Canadian Union of Educational Workers (Ind.) (part-time and sessional instructors): A 24-month agreement effective from August 16, 1982 to August 15, 1984, covering 233 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in April, 1983.

Wages:	Effective	<u>Aug. 16/82*</u>	<u>Aug. 16/83</u>
	Increases	9% for full-time; 13% for part-time**	5%
	Sessional (S) or Half-Sessional Appointments <u>Dollars per Month</u>		
	S1	\$2,066.75 (\$1,896.10)	\$2,170.09
	S2	\$2,163.48 (\$1,984.84)	\$2,271.66
	S3	\$2,260.18 (\$2,073.56)	\$2,373.19
	S4	\$2,356.90 (\$2,162.29)	\$2,474.75
	S5	\$2,453.60 (\$2,251.01)	\$2,576.28
	S6	\$2,551.65 (\$2,340.96)	\$2,679.24
	S7	\$2,648.36 (\$2,429.69)	\$2,780.78
	S8	\$2,745.07 (\$2,518.41)	\$2,882.33
	S9	\$2,841.79 (\$2,607.15)	\$2,983.88
	S10	\$2,938.50 (\$2,695.87)	\$3,085.43
	Part-time (PT) Appointments <u>Dollars per Semester Hour</u>		
	PT1	\$626.92 (\$553.04)	\$658.27
	PT2	\$655.84 (\$578.55)	\$688.64
	PT3	\$684.79 (\$604.08)	\$719.03

	Aug. 16/82*	Aug. 16/83
PT4	\$715.09 (\$630.82)	\$750.85
PT5	\$744.03 (\$656.34)	\$781.23
PT6	\$774.34 (\$683.08)	\$813.06
PT7	\$803.28 (\$708.61)	\$843.44
PT8	\$832.21 (\$734.13)	\$873.82
PT9	\$861.15 (\$759.66)	\$904.21
PT10	\$891.47 (\$786.40)	\$936.04

\* 1982 rates were previously reported in the December, 1982 settlements report.

\*\* 13%, includes 4% vacation pay.

#### May 1983 Settlements

Hastings-Prince Edward County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 224 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May, 1983.

Wages:	Effective	Sept. 1/83
	General Increase	5%
	Teacher-Level 1	\$13,755-\$21,315
	0-6 years	(\$13,100-\$20,300)
	Teacher-Level 4	\$17,430-\$32,970
	0-11 years	(\$16,600-\$31,400)
	Teacher-Level 7	\$22,260-\$41,580
	0-14 years	(\$21,200-\$39,600)
Responsibility Allowances:	Principal	
	"A" School-15 teachers	\$6,825 (\$6,500)
	"B" School-7.9 to 14.9 teachers	\$5,250 (\$5,000)
	"C" School-5.9 to 7.8 teachers	\$3,675 (\$3,500)
	"D" School-less than 5.8 teachers	\$3,675 (\$3,500)
	Co-ordinator	\$4,305-\$4,620 (\$4,100-\$4,400)

ent County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 300 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	Increase	5%, with a minimum of \$750 per year
	Teacher-Category D 0-6 years	\$14,900-\$20,970 (\$14,150-\$19,970)
	Teacher-Category A1 0-10 years	\$19,320-\$32,460 (\$18,400-\$30,910)
	Teacher-Category A4 0-12 years	\$23,260-\$40,270 (\$22,150-\$38,350)
Responsibility Allowances:	Principal	\$430 (\$410) per classroom plus \$690 (\$660) per year to a maximum of 5 years.
	Vice-Principal	\$350 (\$330) per Grade 9 and 10 class
	Co-ordinator	\$4,120 (\$3,920) per year

Lambton County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 375 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	Increase	5% with a minimum of \$1,000 per year
	Teacher-Category D 0-6 years	\$15,457-\$21,678 (\$14,457-\$20,646)
	Teacher-Category A1 0-10 years	\$20,008-\$33,417 (\$19,008-\$31,826)
	Teacher-Category A4 0-10 years	\$24,219-\$41,426 (\$23,066-\$39,453)

London City Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 1,090 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 0-9 years	\$16,433-\$23,048 (\$15,650-\$21,950)
	Teacher-Category A1 0-10 years	\$18,953-\$32,078 (\$18,050-\$30,550)
	Teacher-Category A4 0-10 years	\$23,205-\$42,525 (\$22,100-\$40,500)
	Vice-Principal 0-1 year	\$44,888-\$46,200 (\$42,750-\$44,000)
	Principal or Co-ordinator 0-2 years	\$47,670-\$50,295 (\$45,400-\$47,900)
Responsibility Allowance:	Consultant	\$3,150-\$3,675 (\$3,000-\$3,500)
Extra Degree Allowance:	Master's Degree	\$788 (\$750)

Norfolk County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 287 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 0-5 years	\$15,024-\$21,137 (\$14,309-\$20,130)
	Teacher-Category A1 0-10 years	\$19,709-\$32,445 (\$18,770-\$30,900)
	Teacher-Category A4 0-10 years	\$23,764-\$41,131 (\$22,632-\$39,172)
	Principal A	\$43,000-\$48,785 (\$41,238-\$46,462)
	Principal B	\$39,873-\$44,900 (\$37,974-\$42,762)
	Principal C	Eliminated (\$35,798-\$40,150)

Sept. 1/83

Responsibility	Vice-Principal	\$3,410 (\$2,829 for "B" School and
Allowances:		\$3,264 for "A" School)
	Resource Teacher	\$1,234 (\$1,175)
	Co-ordinator	\$3,150 (\$3,000)
	Supervisor	\$5,250 (\$5,000)
	Principal Designate	\$394 (\$375)

Ottawa Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 1,357 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May 1983.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	Increases	7.5% for Teacher; 6% for Principal; 6.5% for Vice-Principal	5%, with a minimum of \$1,000 per year
	Teacher-Level D 0-6 years	\$14,288-\$19,710 (\$13,291-\$18,335)	\$15,288-\$20,710
	Teacher-Level A1 0-10 years	\$19,380-\$31,849 (\$18,028-\$29,627)	\$20,380-\$33,441
	Teacher-Level A4 0-10 years	\$22,619-\$39,072 (\$21,041-\$36,346)	\$23,750-\$41,026
	Vice-Principal 0-5 years	\$35,600-\$40,896 (\$33,427-\$38,400)	\$37,380-\$42,941
	Principal 0-7 years	\$39,959-\$47,556 (\$37,697-\$44,864)	\$41,957-\$49,934

Ottawa Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 1,364 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May, 1983.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	Increases	7.5% for Teacher; 6% for Principal and Vice-Principal	5%, with a minimum of \$1,000 per year
	Teacher-Category A1 0-10 years	\$19,590-\$32,189 (\$18,223-\$29,943)	\$20,590-\$33,798
	Teacher-Category A4 0-10 years	\$22,860-\$39,399 (\$21,265-\$36,650)	\$24,003-\$41,369

	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Vice-Principal 0-3 years	\$42,633-\$46,391 (\$40,220-\$43,765)	\$44,765-\$48,711
Principal 0-3 years	\$48,119-\$52,756 (\$45,395-\$49,770)	\$50,525-\$55,394

## EDUCATION AND RELATED SERVICES

Oxford County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 525 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 0-6 years	\$15,667-\$20,925 (\$14,917-\$19,929)
	Teacher-Category A1 0-11 years	\$19,790-\$32,706 (\$18,848-\$31,149)
	Teacher-Category A4 0-11 years	\$23,410-\$41,971 (\$22,295-\$39,972)
	<u>Principal*</u>	
	Category D 0-4 years	\$26,808-\$31,431 (\$25,531-\$29,934)
	Category A 0-4 years	\$37,436-\$42,980 (\$35,653-\$40,933)

\* Separate grid, varies by qualifications. Salaries shown are exclusive of applicable responsibility allowances which depend on number of teachers supervised.

Responsibility Allowances:	Principal	
	10 teachers and over	\$7,069
	(10.1 teachers and over	\$6,732)
	Less than 9.9 teachers	\$5,049
	(Less than 10 teachers	\$4,809)
	Vice Principal	\$3,491 (\$3,325)
	Consultant and Adjustment	\$3,656 (\$3,482)
	Counsellor	

Peel Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 2,500 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Level 1 0-5 years	\$16,455-\$23,637 (\$15,671-\$22,512)
	Teacher-Level 4 0-9 years	\$20,373-\$35,260 (\$19,402-\$33,581)
	Teacher-Level 7 0-11 years	\$25,335-\$43,531 (\$24,129-\$41,458)
	Vice-Principal 0-4 years	\$42,007-\$48,102 (\$40,007-\$45,811)
	Co-ordinator 0-4 years	\$47,884-\$53,108 (\$45,604-\$50,579)
	Principal 0-4 years	\$51,367-\$56,590 (\$48,920-\$53,895)
Responsibility Allowances:	Consultant and Resource Teacher	\$3,003 (\$2,860)
	Associate-Psychology Department	\$2,730 (\$2,600)
	Assistant-Psychology Department	\$1,365 (\$1,300)

Peel Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A  
12-month agreement effective from September 1, 1983 to August 31, 1984, covering 2,000 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Level 1 0-9 years	\$20,403-\$35,314 (\$19,432-\$33,631)
	Teacher-Level 4 0-11 years	\$25,373-\$43,597 (\$24,165-\$41,521)
	Vice-Principal and Co-ordinator 0-3 years	\$48,256-\$52,239 (\$45,958-\$49,751)
	Principal 0-3 years	\$54,722-\$58,490 (\$52,116-\$55,705)
Responsibility Allowances:	Major Department Head and equivalent positions	\$3,150 (\$3,000)
	Minor Department Head	\$2,310 (\$2,200)
	Assistant Department Head, Assistant Director and Assistant Chairman	\$1,575 (\$1,500)

Peterborough County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):

A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 546 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category 1 0-6 years	\$15,891-\$21,000 (\$15,134-\$20,000)
	Teacher-Category 4 0-12 years	\$19,889-\$34,087 (\$18,942-\$32,464)
	Teacher-Category 7 0-12 years	\$23,096-\$42,716 (\$21,996-\$40,682)
Responsibility Allowances:	Principal	20 steps depending on number of classrooms. \$5,667 (\$5,397) for 6 or less rooms to \$9,875 (\$9,405) for 25 rooms
	Vice-Principal 0-5 years	\$2,556-\$3,577 (\$2,434-\$3,407)
	Consultant	\$2,064 (\$1,966) or \$3,199 (\$3,047) depending on whether or not there are other teachers within the department
	Resource Teachers	\$1,040 (\$990)

Peterborough County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 428 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category 1 0-12 years	\$19,889-\$34,087 (\$18,942-\$32,464)
	Teacher-Category 4 0-12 years	\$23,096-\$42,716 (\$21,996-\$40,682)
	Principal	\$53,457-\$57,599 (\$50,911-\$54,856)
	Vice-Principal	\$47,872-\$50,757 (\$45,592-\$48,340)
Responsibility Allowances:	Assistant Department Head	\$1,525 (\$1,452)
	Minor Department Head	\$1,906 (\$1,815)
	Major Department Head	\$3,430 (\$3,267)
	Director	\$3,717 (\$3,540)

Provincial Schools Authority, province-wide - Federation of Provincial Schools

Authority Teachers (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 550 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category E1 0-5 years	\$15,073-\$20,906 (\$14,355-\$19,910)
	Teacher-Category E4 0-9 years	\$19,997-\$33,632 (\$19,045-\$32,030)
	Teacher-Category E7 0-10 years	\$24,953-\$41,995 (\$23,765-\$39,995)
Responsibility Allowances:	Principal	Basic allowance of \$4,725 plus \$200 per professional staff more than 5 (unchanged), to a maximum of \$6,405 (\$6,100)
	Vice-Principal	
	Less than 15 teachers	\$3,517 (\$3,350)
	15 or more teachers	\$3,937 (\$3,750)
	Classroom Teacher	\$1,680 (\$1,600)

Ontario Concrete and Drain Contractors Association Inc. - Local 183, Labourers

(AFL-CIO): A 23-month renewal agreement effective from May 21, 1983 to April 30, 1985, covering 1,000 employees, settled at the conciliation officer stage and ratified in May 1983. Duration of negotiations - 1 1/2 months. Previous agreement expired April 30, 1983.

	Effective	<u>May 21/83</u>	<u>Nov. 1/83</u>	<u>May 1/84</u>
Wages:	Package Increases	44¢	44¢	73¢
	General Increases	40¢	40¢	40¢
	Labourer	\$11.86 (\$11.46)	\$12.26	\$12.66
	Construction Equipment Operator	\$13.36 (\$12.96)	\$13.76	\$14.16
Reporting Pay (new):	Minimum 1 hour's pay when employee reports for work at normal starting time and no work is available for reasons other than inclement weather, unless employee has been notified not to report.			
Welfare Fund:	Effective May 1, 1984, employer contributes 93¢ (75¢) per hour worked.			
Pension Fund:	Effective May 1, 1984, employer contributes 40¢ (30¢) per hour worked.			

Negotiations in Progress during June 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
Arrow Co., Div. of Cluett Peabody and Co. of Canada Ltd., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	661	B
Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River**	Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC) (production and maintenance empls.)	409	RL
Boots Drug Stores (Canada) Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time service and retail clerks)	750	B
Brampton City Corp.	CUPE (CLC)	200	RL
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	RL
Burlington City Corp.	CUPE (CLC)	235	RL
Camco Inc., Hamilton	Electrical Workers (UE) (CLC)	840	MED/WS
Canada Packers Ltd. (Beardmore Div.), Halton Hills	Food and Commercial Workers (AFL-CIO/CLC)	325	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO) (production, maintenance and shipping empls. and stationery engineers)	210	CO
Canadian Standards Assn., Toronto	CUPE (CLC)	350	B
Canron Inc. (Eastern Structural Div.), Toronto	Employees' Assn. (Ind.)	206	B
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	579	B
Chateau Laurier Hotel, Ottawa	Railway, Transport and General Workers (CLC)	600	B
Chatham Public General Hospital Society	Service Employees Intl. (AFL-CIO/CLC)	210	RL
Christie Brown and Co. Ltd. (Biscuit Production), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	528	CO
Coca Cola Ltd., Intercity	Cdn. Brewery Workers (CLC) (production and office empls.)	800	B
Colgate Palmolive Canada, Toronto	Teamsters (Ind.)	265	B

Negotiations in Progress during June 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Collingwood Shipyards, a div. of Canadian Shipbuilding and Engineering Ltd., Collingwood	United Steelworkers (AFL-CIO/CLC)	800	CO
Commodore Business Machines Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	200	CO
Consolidated Bathurst Inc. (Wood Products Div.), Braeside	Woodworkers (AFL-CIO/CLC)	200	CO
Courtaulds (Canada) Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	475	B
Dominion Textile Inc., Penmans Div., Brantford, Cambridge and Paris	Clothing and Textile Workers (AFL-CIO/CLC)	598	B
Domtar Forest Products (Woodlands Div.), Red Rock	Carpenters (AFL-CIO)	230	CO
John Forsyth Co. Ltd., Kitchener, Toronto and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	455	B
Gabriel of Canada, Etobicoke	Machinists (AFL-CIO/CLC) (production empls.)	445	MED/W
General Foods Ltd., Cobourg	Food and Commercial Workers (AFL-CIO/CLC)	600	MED
General Tire Canada Ltd., Tire Div., Barrie	Rubber Workers (AFL-CIO/CLC)	614	MED
Gordon Markets (A Div. of Zehrmart Ltd.), southwestern Ontario	Food and Commercial Workers (AFL-CIO/CLC)	742	B
Greb Industries, a Div. of Warrington Inc., Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	230	B
Halton Regional Municipality, Halton Centennial Manor	Cdn. Operating Engineers (CCU)	202	RL
Kellogg Salada Canada Ltd., London	Grain Millers (AFL-CIO/CLC)	600	B
Lakehead Terminal Elevators Assn. - Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	B

\*\* Federal jurisdiction

Negotiations in Progress during June 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Lee Canada Inc., North Bay	Clothing and Textile Workers (AFL-CIO/CLC)	250	B
Loblaws Ltd. (Warehouse, Advertising and Produce Depts.) province-wide	Food and Commercial Workers (AFL-CIO/CLC)	550	B
MTD Products Ltd., Kitchener	Auto Workers (CLC)	248	CO
Massey-Ferguson Industries, Brantford and Toronto	Auto Workers (CLC)	4,000	B
Metropolitan Toronto Municipality (Homes for the Aged)	CUPE (CLC) (part-time empls.)	816	RL
Newlands Textiles Inc., Cambridge	Natl. Council of Canadian Labour (Ind.)	220	CO
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	580	RL
Noranda Mines Ltd. (Geco Div.) Manitouwadge	CNTU Directly Chartered (CNTU)	500	B
Northern Telephone Ltd., province-wide	Communications Workers (CLC)	234	B
Orton Co., Electric Furnace Plant, Niagara Falls	Teamsters (Ind.)	200	B
Ontario Jockey Club (Woodbine and Greenwood Race Tracks), Toronto	Hotel Employees (AFL-CIO/CLC)	283	CO
Port Arthur Shipbuilding Co., Thunder Bay	United Steelworkers (AFL-CIO/CLC)	302	B
Port Weller Dry Docks (Div. of Upper Lakes Shipping Ltd.), St. Catharines	Electrical Workers (IBEW) and Boilermakers (AFL-CIO/CFL)	469	B
CA Ltd. (Manufacturing Div.), Prescott	Electrical Workers (IUE) (CLC)	230	B
Rockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	232	B
St. Joseph Religious Hospitallers of Hotel Dieu of Kingston	OPSEU (NUPGE) (CLC)	301	RL
Samuel, Son and Co. Ltd., Mississauga	United Steelworkers (AFL-CIO/CLC)	260	B

Negotiations in Progress during June 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Scarborough City Public Utilities Commission	Utility Workers (Ind.)	236	RL
A.G. Simpson Co. Ltd., Toronto	Employees Assn. (Ind.) (production and maintenance empls.)	650	B
Sudbury Board of Education	CUPE (CLC)	421	RL
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	780	RL
Thunder Bay City Corp.	Police Assn. (Ind.)	210	RL
Toronto Dress and Sportswear Manufacturers Guild	Ladies Garment Workers (AFL-CIO/CLC)	1,400	B
Trailmobile Canada, Brantford	Auto Workers (CLC)	397	WS
University of Toronto	Faculty Assn. (Ind.)	3,000	RL
University of Toronto	Service Employees Intl. (AFL-CIO/CLC)	700	RL
York City Corp. (Works, Parks and Recreation Dept.)	CUPE (CLC)	240	RL
York County Hospital, Newmarket	Ont. Nurses' Assn. (Ind.) (full-time and part-time nurses)	367	ARB

Negotiations in Progress during June 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- RL - Restraint Legislation
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in July 1983

Employer and Location	Union	No. of Empls.
C & C Yachts Manufacturing Ltd., Niagara-on-the-Lake	Carpenters (AFL-CIO)	219
Canada Packers Ltd. (Beardmore Div.), Halton Hills	Food and Commercial Workers (AFL-CIO/CLC)	325
Canron Inc. (Eastern Structural Div.), Toronto	Employees' Assn. (Ind.)	206
Coca-Cola Ltd., Intercity	Cdn. Brewery Workers (CLC) (production and office empls.)	800
Falconbridge Ltd., Sudbury District	United Steelworkers (AFL-CIO/ CLC)	420
Gordons Markets (a Div. of Zehrmart Ltd.), southwestern Ontario	Food and Commercial Workers (AFL- CIO/CLC)	742
Government of Canada (Treasury Board), province-wide	Professional Institute (PIPS) (Ind.) (biological science group)	310
Government of Canada (Treasury Board), province-wide	PIPS (Ind.) (defence scientific service group)	212
Loblaws Ltd. (Warehouse, Advertising and Produce Depts.), province-wide	Food and Commercial Workers (AFL-CIO/CLC)	550
National Research Council of Canada, province-wide	Research Council Employees Assn. (Ind.) (technical category)	775
Noranda Mines Ltd. (Geco Div.), Manitouwadge	CNTU Directly Chartered (CNTU)	500
RCA Ltd. (Manufacturing Div.), Prescott	Electrical Workers (IUE) (CLC)	230
Rockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	232
A.G. Simpson Co. Ltd., Toronto	Employees' Assn. (Ind.) (produc- tion and maintenance empls.)	650
Toronto Dress and Sportswear Manufac- turers Guild	Ladies Garment Workers (AFL-CIO/ CLC)	1,400
Toronto Star Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400



Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
JULY 1983



RESEARCH BRANCH  
ONTARIO MINISTRY OF LABOUR



## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in July 1983 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in July 1983. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in August 1983.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour.



## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	381
July 1983 Settlements	
Food and Beverage .....	385
Leather .....	388
Wood .....	388
Transportation Equipment .....	390
Electrical Products .....	393
Forestry .....	395
Communication .....	396
Electric Power, Gas and Water Utilities .....	396
Retail Trade .....	397
Education and Related Services .....	397
Health and Welfare Services .....	410
Services to Business Management .....	411
Personal Services .....	411
Federal Administration .....	412
Local Administration .....	414
Construction .....	415
Addendum	
April 1983 Settlements .....	417
May 1983 Settlement .....	420
June 1983 Settlements .....	420
Negotiations in Progress during July 1983	
Covering 200 or More Employees .....	427
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in August 1983.....	433



## Highlights

Camco Settlement. A two-year renewal agreement, ratified by a 76 per cent majority on July 18, ended a 7-week strike by 840 members of the United Electrical Workers (UE) at Camco Inc. in Hamilton. The ratification followed difficult negotiations to renew the previous contract that expired April 22, 1983. The improved and accepted settlement came as a result of renewed mediation efforts after the workers turned down the company's pre-strike offer. The rejected proposal consisted of a three-stage increase in wages estimated at 11 per cent over two years assuming a moderate inflation rate. The major unresolved matters that led to the strike included wages, the number of COLA payments per year, job posting and improvements in vacations, pensions and welfare plans, with wages emerging as the principal issue in contention. The union was seeking a settlement with terms comparable to those obtained earlier by workers at Canadian General Electric in Ontario and at Camco's Montreal operations. Accordingly, the UE counter-proposal called for wage increases of 75 cents per hour in the first year and 50 cents in the second. The strike, which began May 27, was marked by a few picket-line incidents involving passage of parts-filled boxcars. In order to prevent these actions, Camco applied for an injunction restricting the number of pickets, but the case was eventually dismissed by the Ontario Supreme Court.

The agreement that was finally reached at Camco provided new terms somewhat different from the CGE master contract approved last March that set the industry's pattern. The two-year CGE accord included a fold-in of 79 cents in past COLA payments and initial wage increases of 34 to 55 cents per hour, followed by a 10 cent increase in July 1983, plus a cost-of-living adjustment folded into the wage rates at the year end. In the second year, the hourly wage increases, ranging from 17 to 31 cents, will be augmented by three quarterly COLA payments. The first year of the pattern-breaking Camco pact called for hourly wage increases of 42.2 to 58.4 cents retroactive to April 23, with a further 15 cents on November 23. The November general wage increase was provided instead of a January 1984 COLA payment to compensate for an expected lower adjustment the provision would generate under falling inflation rates. A final wage increase of 17 to 28.4 cents per hour is to be implemented at the beginning of the second contract year. The COLA provision, reactivated during the second quarter of 1984, is to provide three payments based on 0.32 adjustment factor. Other negotiated improvements were generally designed to bring Camco's fringe benefits more in line with those provided by CGE. (At the time of the settlement, a long-standing dispute over Camco's control was resolved between its two owners, Canadian General Electric Company Ltd. and GSW Inc., with CGE as the principal shareholder gaining effective control of Camco operations).

The benefit changes in the Camco settlement included an upgraded bereavement leave and a new court witness clause, a guaranteed payment of maternity benefits up to the UIC maximum for laid off pregnant employees, OHIP premiums fully paid by the company, increased life insurance and hearing aid benefits, improvements in the dental plan and better retirement benefits. The pension plan revisions also included a liberalized early retirement clause. Camco used the early retirement program as one way of managing its Weston plant closure. About 165 of the plant's 500 employees agreed to be transferred to the Hamilton plant, where Weston's range production was recently moved as a part of a company-wide reorganization aimed at consolidation of production.

At the time of the Camco-UE dispute major appliances, including ranges, refrigerators and dishwashers built at the Hamilton facility, had been enjoying especially brisk sales brought about by growing consumer demand, as well as a temporary sales tax exemption on these items in Ontario. The market improvement came after a prolonged slump in appliance sales which reached its nadir in late 1982. Within the electrical products industry, the slump affected specialized goods manufacturers, including Camco (Canada's largest major household appliance maker), more severely than other firms diversified into industrial electrical goods, such as CGE. As a result over the past decade a large number of companies decided either to close part of their operations or go out of business entirely. One of the recent plant shutdowns occurred in Midland, where the closure of RCA's colour picture-tube factory brought about a layoff of the remaining 600 of its former workforce of 1,200. In July, the plant was bought by a Canadian subsidiary of Mitsubishi Electric Corporation of Japan, which hopes to restore the 600 jobs over the next five years. Prior to the purchase, the International Union of Electrical Workers signed an agreement on behalf of its few members still working at the plant under a contract that expired May 29, 1983. The new terms included a recall procedure and a wage increase of 5 per cent which will be implemented next year.

Electric Power Utilities Settlements. Since the beginning of 1983, Ontario Hydro and most of the municipal hydro-electric power utilities in the province implemented compensation increases for their employees in compliance with the Inflation Restraint Act, 1982. The employees were covered by collective agreements that either were scheduled for renewal during 1983 or by longer-term contracts in which the second contract year fell within the 12-month control period. In both instances the legislation restrained increases in total compensation to 5 per cent, with annual increases of up to \$1,000 possible for employees earning less than \$20,000, with a minimum of \$750 per year.

The utility sector contracts included 10 major agreements affecting a combined total of about 25,000 employees mainly represented by the Canadian Union of Public Employees (CUPE). The largest units comprised Ontario Hydro's 15,500 hourly-rated and salaried employees and the utility's 6,300 professional engineers. Of the 10 agreements, those covering the Ontario Hydro engineers and 360 employees of London Public Utilities Commission opened up for renewal on January 1, 1983. In accordance with the law, the two expired contracts were extended for one year, with the 5 per cent increase added to the existing wage/salary levels. The other eight agreements were for a two-year term ending during the first half of 1984. In these contracts, the originally negotiated wage/salary increases for the second year, ranging from 8 to 10 per cent, were reduced to provide the obligatory 5 per cent in total compensation. Under the revised contracts, the allowable increase was implemented in the form of wage/salary increases for five bargaining units (Hamilton City Hydro, 290 employees; Scarborough City Hydro, Water Works and Garage, 245 employees; Toronto Hydro, 950 hourly-rated and salaried employees covered by two separate contracts; and Windsor Utilities Commission, 200 employees). In the remaining three contracts, a part of the allowable 5 per cent increase was allocated to cover the cost of originally or newly negotiated benefits. Reduced wage/salary increases of 4.74 and 4.37 per cent respectively were provided in Ontario Hydro's master contract for 15,500 members of CUPE Local 1000 and in two contracts covering 319 members of another CUPE local at North York City Hydro. Agreements which specified the minimum annual increase permitted for low-income earners were those at Hamilton, London and Ontario Hydro (\$750 per year) and Toronto Hydro (\$1,000 per year). In all of the 10 major accords, the existing cost-of-living escalators were suspended for the 12 month term.

In a related development, Ontario Hydro signed in late July a 20-month agreement for clerical employees at its Construction Division. The 260 employees have been without a current contract since March 31, 1982. Originally represented by the Office and Professional Employees International Union, the unit switched its allegiance to the Canadian Union of Public Employees after the contract expired. Four months later, the unit was certified as a member of CUPE Local 1000. The change in the bargaining agents resulted in months of discussions on contract language, attributed to the management's insistence on a complete re-negotiation of the old contract's provisions. Due to the protracted negotiations, the unit immediately fell under the Inflation Restraint Act and became ineligible to receive the 12.8 per cent wage increase and benefit improvements provided in 1982 for all other CUPE members at Ontario Hydro. Under the new agreement subject to the restraint program provisions the employees received a transitional salary increase of 9 per cent for the initial eight months beginning July 29, 1982 and a further 5 per cent, with an annual minimum of \$750, effective April 1, 1983. All other negotiated clauses resembled closely those provided for their counterparts covered by the CUPE master pact.

The construction clerical group agreement was the last of the Ontario Hydro 1982-84 contracts to be negotiated with the utility's construction field forces. They cover approximately 6,000 members of several trade unions working on Hydro job sites that are bound by collective agreements signed last summer through the Electrical Power Systems Construction Association. These two-year contracts, running until April 30, 1984, matched the unions' provincial pacts with contractors in the industrial, commercial and institutional sector and provided wage-benefit package increases averaging 11 per cent in the first year and 10 per cent in the second. However, following the enactment of the restraint program, which applied to all public-sector employees in the province including construction workers employed by municipalities and other para-public employers, the second-year increases for tradesmen employed directly by Ontario Hydro were reduced to the obligatory 5 per cent. As a result, the Hydro-hired construction tradesmen have lost traditional wage parity with other tradesmen who work for private sector contractors on the same job sites.



Index to Settlements Reported, July 1983

Employer and Location	Union	Page
Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River	Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC)	411
Brampton City Corp.	CUPE (CLC)	414
Camco Inc., Hamilton	Electrical Workers (UE) (CLC)	393
Canada Post Corp.	Public Service Alliance (PSAC) (CLC) (administrative services and programme administration groups)	420
Chateau Laurier Hotel, Ottawa	Railway, Transport and General Workers (CLC)	411
Consolidated-Bathurst Inc., Wood Products Div., Braeside	Woodworkers (AFL-CIO/CLC)	388
Domtar Inc., Domtar Forest Products Woodlands Div., Nipigon	Carpenters (AFL-CIO)	395
Elgin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	417
Elgin County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	421
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	422
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	418
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	418
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	422
Gabriel of Canada Ltd., Toronto and Mississauga	Machinists (AFL-CIO/CLC) (plant empls.)	390
General Foods Ltd., Cobourg	Food and Commercial Workers (AFL-CIO/CLC)	386
Government of Canada (Treasury Board)	Professional Institute (PIPS) (Ind.) (biological science group)	412

Index to Settlements Reported, July 1983

Employer and Location	Union	Page
Government of Canada (Treasury Board)	PIPS (Ind.) (defence scientific service group)	412
Greb Industries, A div. of Warrington Inc., Victoria Street Plant, Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	388
Halton Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	397
Halton Regional Municipality, Halton Centennial Manor, Milton	Cdn. Operating Engineers (CCU)	410
Robert Hunt Corp., London	Carpenters (AFL-CIO)	389
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	398
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	399
Kellogg Salada Canada Inc., Rexdale	Bakery and Tobacco Workers (AFL-CIO/CLC)	387
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	423
Lakehead University Board of Governors, Thunder Bay	Faculty Assn. (Ind.)	407
Liquor Control Board of Ontario and Liquor Licence Board of Ontario	Ont. Liquor Board Employees (NUPGE) (CLC)	397
London City Board of Education	CUPE (CLC) (full-time and part-time teaching assistants and office and clerical empls.)	423
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance, services and plant operations empls.)	400
National Research Council of Canada, Canada-wide	Research Council Employees' Assn. (Ind.) (technical category empls.)	413
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	414
Northern Telephone Ltd., province-wide	Communication Workers (CLC)	396

Index to Settlements Reported, July 1983

Employer and Location	Union	Page
Ontario Hydro, province-wide	CUPE (CLC) (clerical empls. in the Construction Field Forces, Generation Projects Div. and the Lines and Stations Construction Dept. of the Transmission Systems Div.)	415
Port Weller Dry Docks (A Div. of Upper Lakes Shipping Ltd.), St. Catharines	Boilermakers and Electrical Workers (IBEW) (AFL-CIO/CFL) (production empls.)	392
Professional Assn. of Canadian Theatres, Canada-wide	Actor's Equity Assn. (CLC)	424
S.K.D. Manufacturing Div. of S.K.D. Technologies Inc., Amherstburg	Auto Workers (CLC)	390
Scarborough City Public Utilities Commission (Hydro Div., Water Works Div. and Garage Div.)	Utility Workers of Canada (Ind.)	396
Silverwood Dairies, Div. of Silverwood Industries Ltd., Toronto	Teamsters (Ind.)	385
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	400
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	401
Stormont, Dundas and Glengarry County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	402
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	402
Sudbury Board of Education	CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	403
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	403
J.E. Thomas Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	417
Thunder Bay City Board of Commissioners of Police	Police Assn. (Ind.)	414

Index to Settlements Reported, July 1983

Employer and Location	Union	Page
Toronto and District Carpentry Contractors Assn.	Carpenters (AFL-CIO) (residential construction)	425
University of Toronto	Faculty Assn. (Ind.)	407
University of Toronto	Service Employees Intl. (AFL-CIO/CLC)	408
University of Windsor	Faculty Assn. (Ind.)	409
Victoria County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	404
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	405
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	406
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	406
Windsor City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	420
Windsor City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	419
York University, Toronto	Cdn. Educational Workers (Ind.) (part-time faculty, Unit 1 Graduate Students and Unit 2 Non-Graduate Students)	409

FOOD AND BEVERAGE

Silverwood Dairies, Division of Silverwood Industries Limited at Toronto - Local 647, Teamsters\* (Ind.): A 24-month first agreement effective from April 1, 1983 to March 31, 1985, covering 300 employees\*\*, settled with mediation assistance. Duration of negotiations - 2 months.

\* Previously, represented by Local 101, Canadian Union of Operating Engineers (CCU).

\*\* Includes 50 employees currently on lay-off status.

Wages:	Effective	<u>Apr. 1/83</u>	<u>July 1/83</u>
	General Increases	\$32 per week	\$8 per week
	<u>Weekly Rates</u>		
	Packer	\$433.24 (\$401.24)	\$441.24
	Electrician	\$478.24 (\$446.24)	\$486.24
	Wholesale Services Reliefman	\$483.74 (\$451.74)	\$491.74
	Effective	<u>Dec. 1/83</u>	<u>Apr. 1/84</u> <u>Oct. 1/84</u>
	General Increases	\$10 per week	\$30 per week      \$20 per week
	Packer	\$451.24	\$481.24      \$501.24
	Electrician	\$496.24	\$526.24      \$546.24
	Wholesale Services Reliefman	\$501.74	\$531.74      \$551.74
Cost of Living Allowance:	60¢ COLA float continues to be paid quarterly on a separate cheque, and not rolled into wages.		
	5¢ per 1% increase in the Consumer Price Index - 1971=100, using April, 1982 as the base index month. Triggers at 8%. Capped at \$1 (60¢). Adjusted quarterly starting April, 1983.		
Paid Vacation:	4 weeks after 11 (12) years' service, 5 weeks after 21 (22) years and 6 weeks after 28 (30) years. Effective April 1, 1984, 5 weeks after 20 years and 6 weeks after 27 years.		
Bereavement Leave:	5 (3) day's paid leave to attend funeral of spouse or child.		
Health and Welfare:	<u>Life Insurance</u> - Effective April 1, 1984, \$13,000 (\$12,000) coverage.		
	<u>Long Term Disability</u> - Effective August 1, 1983, employer contributes \$10 (\$7.50) per eligible employee per month. Effective April 1, 1984, employer pays 100% of premium costs.		

Major Medical - Employer pays 100% of premium costs for semi-private hospital coverage. (Previously, employee paid 100% of premium cost on a voluntary basis.)

Dental Plan - Effective August 1, 1983, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule, and is extended to periodontic and endodontic work. Effective April 1, 1984, the 1983 ODA fee schedule.

Meal Allowance: \$5 (\$4) after 2 (3) hours of overtime.

Tool Allowance: \$200 (\$175) per year. Effective April 1, 1984, \$225.

General Foods Ltd. at Cobourg - Local 1230, Food and Commercial Workers (AFL-CIO /CLC): Two 24-month renewal agreements effective from May 15, 1983 to May 18, 1985, covering 590 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	July 17/83	Nov. 13/83	May 13/84	Nov. 18/84
General Increases		45¢	45¢	45¢	35¢
Skilled Trades Adjustments		15¢		15¢	
General Labourer		\$10.53 (\$10.08)	\$10.98	\$11.43	\$11.78
Maintenance Service Man		\$12.38 (\$11.78)	\$12.83	\$13.43	\$13.78

Shift Premium: 0-35¢-35¢ (0-25¢-30¢).

Health and Welfare: Life Insurance and A.D. & D. - Effective August 1, 1983, \$40,000 (\$35,000) coverage.

Dependant Life Insurance - \$5,000 (\$2,000) coverage for spouse and \$2,000 (\$1,000) for dependant.

Weekly Indemnity - Effective July 17, 1983, supplemental benefits increase to 60% (55%) of basic rate.

Dental Plan - Effective January 1, 1984, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective January 1, 1985, the 1983 ODA fee schedule.

Pension Plan: Basic Benefit - Effective August 1, 1983, \$20 (\$18) per month per year of service. Effective August 1, 1984, \$22.

Meal Allowance: Effective July 11, 1983, \$3.00 (\$2.50). Effective May 13, 1984, \$3.50.

Safety Shoe Allowance: Effective July 11, 1983, \$45 (\$40) per year. Effective January 1, 1984, \$50.

Tool Allowance: Effective July 11, 1983, \$87 (\$80) per year. Effective January 1, 1984, \$95.

Severance Pay: 1 week's pay per year of service. (Previously, determined by a combination of age and length of service.)

Kellogg Salada Canada Inc. at Rexdale - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement, effective from March 27, 1983 to March 23, 1985, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Mar. 27/83	Sept. 25/83	Mar. 25/84	Sept. 23/84
General Increases		60¢	10¢	55¢	10¢
Additional Adjustments	Some job re-classifications				
Category 1 (includes Packer)		\$8.48 (\$7.88)	\$8.58	\$9.13	\$9.23
Category 14(12) (includes Electrician)		\$13.02 (\$12.42)	\$13.12	\$13.67	\$13.77

Work on Paid Holiday: Double time (time and one-half) for work performed on a scheduled plant holiday.

Bereavement Leave: 5 (3) days' paid leave to attend the funeral of spouse or child.

Health and Welfare: Life Insurance - \$4,000 coverage (unchanged) per year of service to a maximum of \$15,000 (\$12,000).

Weekly Indemnity - Benefit is equal to 66 2/3% of earnings to a maximum of \$250 or the UIC maximum, whichever is higher. (Previously, to the UIC maximum only.)

Dental Plan - Effectively August 1, 1983, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective March 25, 1983, the 1983 ODA fee schedule.

Technological Change (new): Employee assigned to a lower classified job, due to the introduction of new machinery, modification of existing machinery or change in production methods, receives his/her previous wage rate up to a maximum of 12 months until he/she refuses a promotion to a job which is not higher than the original job. If a transfer is refused or the employee fails to qualify on two job opportunities, the rate will be immediately reduced to the entry level rate.

LEATHER

Greb Industries, a division of Warrington Inc., Victoria Street Plant at Kitchener  
- Local 304, Clothing and Textile Workers (AFL-CIO/CLC): A  
 21-month renewal agreement effective from July 11, 1983 to May 21, 1985, with wages retroactive to May 22, 1983, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 22/83	May 20/84
General Increases		40¢	35¢
Group E (includes Packing Room Expeditor)		\$6.22 (\$5.82)	\$6.57
Group A (includes Sole Room Floater)		\$7.03 (\$6.63)	\$7.38

Cost of Living Provision: Employer continues to monitor the cost of living as measured by the Consumer Price Index and the plant-wide average hourly earnings excluding overtime. If during the term of this agreement wage increases become submerged as a result of increases to the cost of living or in the CPI, employer will discuss the problem with the union (unchanged).

Shift Premium: 0-19¢-22¢ (0-18¢-21¢).

Call-Back Pay: 4 (2) hours' pay.

Paid Vacation: 5 weeks after 18 (20) years' service.

Health and Welfare: Weekly Indemnity - Effective January 1, 1983, benefit is 66 2/3% of weekly insurable earnings to a maximum of \$231 (\$189) per week.

OHIP - Effective August 1, 1983, employer contributes 100% (76%) of premium costs.

Safety Footwear Allowance: Employer pays 50% (20%) of the purchase price.

WOOD

Consolidated-Bathurst Inc., Wood Products Division at Braeside - Local 2-375,  
Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement  
 effective from July 1, 1983 to June 30, 1985, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	July 4/83	Jan. 2/84	July 2/84
General Increases		6%	2%	5%

	<u>July 4/83</u>	<u>Jan. 2/84</u>	<u>July 2/84</u>
Additional Adjustment	17¢ to Trim-mer Operator and Chief Grader		
Labour	\$9.14 (\$8.62)	\$9.32	\$9.79
Electrician with Micro Processor Certification	\$11.33-\$12.03 (\$10.69-\$11.35)	\$11.56-\$12.27	\$12.14-\$12.88

Probationary period is 30 days worked. Maximum rate for Electrician with Micro Processor Certification is reached on merit.

Call-In Pay:	Minimum of 4 (3) hours' pay.
Paid Vacation:	3 weeks after 3 (4) years' service, 4 weeks after 9 (10) years, 5 weeks after 18 (20) years and 6 weeks after 25 (26) years.
Health and Welfare:	<u>Life Insurance</u> - \$23,000 (\$15,000) coverage. <u>A.D. &amp; D.</u> - \$30,000 (\$18,000) coverage. <u>Weekly Indemnity</u> - Maximum benefit increases to \$225 (\$200) per week for a total benefit period of 52 (37) weeks. Effective July 1, 1984, \$245 per week.
Tool Allowance:	\$62.50 (\$50) and \$125 (\$100), for tools valued at \$312.50 (\$250) and \$625 (\$400) respectively.
Severance Pay:	Employee with 3 years' seniority is entitled to severance pay in the event of lay-off due to technological change, automation or plant closures. (Previously, not less than 5 years' seniority.)

Robert Hunt Corporation at London - Local 3054, Carpenters (AFL-CIO): A 24-month renewal agreement effective from July 1, 1983 to June 30, 1985, covering 220 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/83</u>	<u>Jan. 1/84</u>	<u>July 1/84</u>	<u>Jan. 1/85</u>
General Increases		50¢	5¢	50¢	5¢
Labourer		\$8.15 (\$7.65)	\$8.20	\$8.70	\$8.75
Maintenance I (new)		\$10.75	\$10.80	\$11.30	\$11.35

Health and Welfare: Dental Plan - Effective July 30, 1983, coverage is based on the 1980 (1978) Ontario Dental Association fee schedule. Effective July 1, 1984, the 1982 ODA fee schedule.

TRANSPORTATION EQUIPMENT

Gabriel of Canada Limited at Toronto and Mississauga - Local 1295, Machinists (AFL-CIO/CLC) (plant employees): A 30-month renewal agreement effective from February 6, 1983 to July 31, 1985, covering 300 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Feb. 6/83</u>	<u>Feb. 6/84</u>
	COLA Fold-in	24¢	
	General Increases	45¢	50¢
	Production Helper	\$7.23-\$7.48 (\$6.54-\$6.79)	\$7.73-\$7.98
	Set-up Man	\$9.25-\$9.49 (\$8.56-\$8.80)	\$9.75-\$9.99
	Toolmaker	\$10.38-\$10.91 (\$9.69-\$10.22)	\$10.88-\$11.41

Probationary period is 35 working days. Maximum rates for Production Helper are reached after 90 worked days, and for Set-up Man and Toolmaker, after 120 worked days.

Cost of Living Provision: Inoperative. (Previously, operative in second and third year. 1¢ per 0.4 point rise in the Consumer Price Index - 1971=100, using February, 1981 and February, 1982 as the base index months. Calculated quarterly beginning May, 1981, with first and last adjustments effective on June 1, 1981 and December 1, 1982. Capped at 12¢ each year.)

S.K.D. Manufacturing Division of S.K.D. Technologies Inc. at Amherstburg - Local 89, Auto Workers (CLC): A 36-month renewal agreement effective from December 5, 1983 to December 4, 1986, covering 437 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>Dec. 5/84</u>	<u>Dec. 5/85</u>
	General Increases	10¢	10¢
	Group 16 (includes General Help)	\$12.45-\$12.65 (\$12.35-\$12.55)	\$12.55-\$12.75
	Group 3 (includes Tool and Die Maker)	\$14.21-\$14.41 (\$14.11-\$14.31)	\$14.31-\$14.51

Previous rates reflect \$2.05 COLA fold-in to be made on August 1, 1983. Some job re-classifications are also scheduled for that date.

Probationary period is 45 calendar days. Maximum rates are reached after 6 months.

Cost of Living  
Allowance:

1¢ per 0.3 point change in the Consumer Price Index - 1971=100 using August 1983 as the base index month. Adjusted and paid quarterly with the first and last adjustments paid during the first pay period of January, 1984 and October, 1986 respectively. (Basic formula is unchanged. Last adjustment is October 1983.)

Health and  
Welfare:

Life Insurance - \$16,000 (\$15,000) coverage. Effective December 5, 1984, \$17,000. Effective December 5, 1985, \$18,000.

Life Insurance for Retirees - \$3,500 (\$2,500) coverage.

A.D. & D. - \$12,000 (\$10,000) coverage. Effective December 5, 1984, \$13,000. Effective December 5, 1985, \$14,000.

Weekly Indemnity - Benefits increase to \$245 (\$240) per week or the UIC allowable payment whichever is greater. Effective December 5, 1984, \$250 per week. Effective December 5, 1985, \$260 per week.

Long Term Disability (new) - Monthly benefit of \$450 with no government offsets.

Extended Health Care - Effective August 1, 1983, coverage changes to Green Shield T4 (C4) and provides out of province coverage and vision care to a maximum of \$60 every 2 years.

Dental Plan - Effective August 1, 1983, orthodontic coverage increases to \$1,000 (\$800) annual maximum.

Transition Benefit (Surviving Spouse) (new) - Effective December 5, 1984, \$400 per month for 24 months.

Bridging Benefit (Surviving Spouse) (new) - Effective December 5, 1984, \$350 per month. Eligibility requires survivor to be 43 years or older at the time of employee's death.

Continuation of Benefits - Retiree's surviving spouse will receive continuous coverage for all Health and Welfare benefits to age 65 (previously, for 12 months).

Pension Plan:

Basic Benefit - \$15 (\$14) per month per year of service. Effective December 5, 1984, \$16. Effective December 5, 1985, \$17.

Early Retirement - Employee may retire with an unreduced pension at age 60 (62) with 30 years' service.

Supplementary Benefit (new) - \$11 per month per year of service.

Current Retirees Benefit - \$11 (\$9) per month per year of service.

Survivors Death Benefit - Surviving spouse receives 55% (50%) of the benefit an eligible employee, at age 55 (60) with 10 years' service who dies prior to retirement, would have been entitled to receive at the date of his death had he retired.

Automatic Surviving Spouse Option (new) - Surviving spouse receives 55% of 95% of the benefit the retiree was receiving at the time of death.

Meal Allowance: Effective August 1, 1983, \$5 (\$4.50).

Safety Shoe Allowance: Effective August 1, 1983, \$45 (\$40) per year.

Tool Allowance: Effective August 1, 1983, \$400 (\$300) for skilled trades apprentices.

Port Weller Dry Docks (A Division of Upper Lakes Shipping Ltd.) at St. Catharines - Local 680, Boilermakers and Local 303, Electrical Workers (IBEW) (AFL-CIO/CFL) (production employees): A 36-month renewal agreement effective from May 29, 1983 to May 31, 1986, covering 850 employees\*, settled at the bargaining stage. Duration of negotiations - 2 months.

\* Includes 540 employees currently on lay-off status.

Wages:	Effective	<u>May 29/83</u>	<u>May 27/84</u>	<u>May 26/85</u>
Increases		57¢-\$1.38	Minimum 46¢*	Minimum 60¢*
Additional Adjustments		27¢ for Painter and First Aid Attendant; Electrician (Electronic) added (new)	27¢ for Painter	27¢ for Painter
Labourer		\$8.47 (\$7.90)	\$8.93	\$9.53
Electrician		\$11.58 (\$10.91)	\$12.04	\$12.64
Electrician (Electronic)		\$12.08	\$12.54	\$13.14

\* Wage increases are linked to the increase in product price indices for manufacturers of worker's gloves, safety shoes and tools as measured by Statistics Canada's Industry Price Index.

Shift Premium: Effective May 27, 1984, 0-37¢-50¢ (0-35¢-50¢). Effective May 26, 1985, 0-39¢-50¢.

Overtime Pay: Double time (time and one-half) when an employee is required to work through his regularly scheduled lunch period.

Out of Town Work: Employee receives 20% above present rate when required to work out of town plus \$25 per day for meals, when not provided (new). Pay for travelling time is eliminated.

Bereavement Leave: Grandparent is added to the provision for 1 day's paid leave.

Health and Welfare: Weekly Indemnity - Benefit increases to \$250 (\$120) per week. Effective May 27, 1984, \$260. Effective May 26, 1985, \$270.

Extended Health Care - Deductible is \$10 (\$25) for individual coverage and \$20 (\$50) for family coverage.

Pension Plan:	Employer Contribution - 30¢ (28.7¢) per hour worked. Effective May 27, 1984, 35¢. Effective May 26, 1985, 40¢.
Safety Clothing Allowance**:	Effective May 27, 1984, employer contributes up to a maximum of \$79 (\$75) per year for gloves, jackets, sleeves and boot covers for Burners and Welders and \$32 (\$30) per year for gloves for all others. Effective May 26, 1985, maximum \$83 and \$33, respectively.
Safety Prescription Glasses:	Employer contributes 100% (75%) of the cost, when damaged on the job.
Safety Shoe Allowance**:	Employer contributes up to a maximum of \$56 for 2 pairs per year. Effective May 27, 1984, maximum \$59. Effective May 26, 1985, maximum \$62. Previously, \$25 per pair up to a maximum of 2 pairs per calendar year or \$50 for 1 pair per calendar year.)
Tool Allowance**:	Employer contributes up to a maximum of \$66 (\$50) per year for designated trades. Effective May 27, 1984, maximum \$69. Effective May 26, 1985, maximum \$73.

\*\* Increases in allowances in the second and third year will be established according to the product price indices up to a maximum of 5% in the second year and 6% in the third year. The difference between the actual allowances paid and the maximum in each year will be allocated to wages according to an agreed formula to the extent that the total economic compensation plan is 5% in 1983, 5% in 1984 and 6% in 1985.

## ELECTRICAL PRODUCTS

<u>Camco Inc. at Hamilton - Local 550, Electrical Workers (UE) (CLC):</u> A 24-month renewal agreement, effective from April 23, 1983 to April 22, 1985, covering 840 employees*, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.				
* Includes approximately 165 employees from the Weston plant, which closed on May 27, 1983. The employees formerly represented by the United Steelworkers were offered a job at the Hamilton plant or severance pay of 1 week's pay per year of service. Those near retirement age were offered a special early retirement package as an option.				
Wages:	Effective	<u>Apr. 23/83</u>	<u>Nov. 23/83</u>	<u>Apr. 23/84</u>
	Increases	42.2¢-58.4¢ on job rates	15¢ on job rates	17¢-28.4¢ on job rates
	COLA Fold-in	64¢		
	<u>Job Rates</u>			
	Labour Grade 1 (includes Labourer)	\$9.807 (\$8.745)	\$9.957	\$10.127
	Labourer Grade 4 (includes Assembler)	\$10.158 (\$9.076)	\$10.308	\$10.478

	<u>Apr. 23/83</u>	<u>Nov. 23/83</u>	<u>Apr. 23/84</u>
Labour Grade 14 (includes Tool and Die Maker)	\$12.684 (\$11.460)	\$12.834	\$13.118

Previous rates reflect COLA fold-ins of 17¢ in April, 1981 and 54¢ in April, 1982.

Cost of Living Allowance:	Effective in the second year, 1¢ per 0.32 point rise in the Consumer Price Index - 1971=100, using March, 1984 as the base index month. 3 quarterly adjustments paid separately in July, October and January 1985, respectively. (Basic formula is unchanged.)
Shift Premium:	Effective April 23, 1984, 0-40¢-40¢ (0-35¢-35¢).
Bereavement Leave:	Daughter-in-law and son-in-law are added to the provision for up to 3 days' paid leave to attend the funeral.
Maternity Leave:	Where employee does not receive full UIC benefits due to layoff, employer will pay the difference (new).
Subpoenaed Witness Pay:	Employer will pay the difference between regular pay and fees received from the Crown (new).
Health and Welfare:	<u>Life Insurance</u> - \$16,000 (\$15,000) coverage. Effective April 23, 1984, \$17,000.  <u>OHIP</u> - Employer pays 100% (85%) of premium costs.  <u>Major Medical</u> - \$350 (\$300) every 2 years (previously, per lifetime) for hearing aid.  <u>Dental Plan</u> - Coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective April 23, 1984, the 1982 ODA fee schedule.
Pension Plan:	<u>Basic Benefit</u> - \$13.50 (\$12.50) per month per year of service. Effective April 23, 1984, \$14.  <u>Supplementary Early Retirement Benefit</u> - \$10 (\$9) per month per year of service. Eligibility extends to hourly employees aged 60 and over (previously, 62). Effective April 23, 1984, \$11.  <u>Survivorship Option Reinstatement Factor (new)</u> - 100% if spouse dies within 1 year of retirement, 80% within 2 years, 60% within 3 years, 40% within 4 years and 20% within 5 years.
Technological Change:	40 (15) working days of training and/or rate maintenance based on seniority for an employee who is displaced as a result of the introduction of new capital equipment.

FORESTRY

Domtar Inc., Domtar Forest Products, Woodlands Division at Nipigon - Local 2693, Carpenters (AFL-CIO): A 24-month renewal agreement effective from September 1, 1982 to August 31, 1984, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Increases:			
Hourly-Rates		11%, except \$1.22 on base rate	10%, except \$1.14 on base rate
Piecework Rates*		9%	8%
Skilled Trades Adjustment		20¢ prior to increase for Class "A" Tradesman and above	
Silviculture Piecework Rates		1¢ per tree	1¢ per tree
General Labourer		\$12.18 (\$10.96)	\$13.32
Carpenter, qualified		\$15.08 (\$13.39)	\$16.59

\* The increase on piecework rates will also apply to cutting bonus, bush bonus and walking and riding time. Silviculture is excluded.

Shift Premium: 0-37¢-45¢ (0-32¢-35¢).  
37¢ (32¢) per hour for each second shift worked for Cook, Baker, Second Cook, Cookee, Choreboy and Watchman.

Sorting Bonus: 2.86% of base earnings, when initially requested and an additional 1.43% of earnings if further sorting is required.

Bereavement Leave: Effective July 6, 1983, 5 (3) days' paid leave to attend the funeral of spouse or child.

Health and Welfare: Medical, Surgical, Drug and Hospital Care Plan - Effective August 1, 1983, employer contributes \$32.08 (\$23.13) per month for single employee, and \$65.99 (\$47.27) per month for married employee.

Life Insurance - Effective August 1, 1983, \$30,000 (\$25,000) coverage.

Weekly Indemnity - Effective August 1, 1983, maximum benefit increases to \$300 (\$275) per week. Effective September 1, 1983, \$315 per week.

Long Term Disability - Effective August 1, 1983, benefit increases to \$1,400 (\$1,300) per month.

Dental Plan - Effective July 6, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective September 1, 1983, the 1982 ODA fee schedule.

Commuter Allowance: \$6.84 per day (previously board and lodging was provided in a camp).

Mileage Allowance: Effective July 6, 1983, 19¢ (17¢) per kilometer.

Protective Clothing Subsidy: Effective July 6, 1983, employer will sell to employee safety boots at \$10 (\$8), and safety pants at \$7 (\$6) below invoice price.

Travel Allowance: Effective July 10, 1983, \$6.75 (\$6.14) per week. Effective September 1, 1983, \$7.36.

Power Saw Rentals: Employer pays \$9.50 (\$8.50) per day when felling and limbing and \$10.50 (\$9.50) per day when bucking at a landing on a skidding operation.

#### COMMUNICATION

Northern Telephone Limited, province-wide - Local C-6, Communication Workers (CLC):  
A 21-month renewal agreement effective from June 1, 1983 to February 28, 1985, covering 234 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	June 1/83	June 1/84
General Increases		5%	6%
<u>Weekly Rates</u>			
Clerk 2		\$250.47-\$305.45 (\$236.54-\$290.90)	\$265.50-\$323.77
Plant Step 3 (Labourer)		\$353.20 (\$336.38)	\$374.39
Plant Class 1 (includes Cable Splicer)		\$569.00 (\$541.90)	\$603.14

Probationary period is 3 calendar months. Maximum rate for Clerk 2 is reached after 36 months.

#### ELECTRIC POWER, GAS AND WATER UTILITIES

Scarborough City Public Utilities Commission (Hydro Division, Water Works Division and Garage Division) - Local 1, Utility Workers of Canada (Ind.):  
A 12-month agreement effective from April 1, 1983 to March 31, 1984, covering 245 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from April 1, 1982 to March 31, 1984.

Wages:	Effective	<u>Apr. 1/83</u>
	General Increase	5%
	Labourer	\$11.07 (\$10.54)
	Journeyman	\$15.62
	Lineman	(\$14.88)

Cost of Living Provision: Inoperative. (Previously, effective in the second contract year, 1% per full 1% change in the Consumer Price Index - 1971=100, using April as the base index month. Triggered at 1% above the wage increases for the second contract year. Adjusted every 2 months.)

For details of previous agreement, see page 489 of the August, 1982 Report.

#### RETAIL TRADE

Liquor Control Board of Ontario and Liquor Licence Board of Ontario - Ontario Liquor Board Employees (NUPGE) (CLC): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 5,345 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	General Increase	4.97%*
	<u>Annual Rates</u>	
	Clerk Grade 1 (Clerical Division)	\$13,405-\$14,397 (\$12,409-\$13,401)
	Liquor Store Clerk Grade 2	\$19,643-\$21,251 (\$18,649-\$20,245)
	Licence Inspector Grade 2	\$26,193-\$30,749 (\$24,953-\$29,293)

\* 0.03% is diverted from the 5% maximum allowable increase to help fund improved dental benefits.

Health and Welfare: Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

#### EDUCATION AND RELATED SERVICES

Halton Board of Education - Local 1011, Canadian Union of Public Employees (CLC)  
(caretakers and maintenance employees): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 226 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	Increase	5%, with a minimum of 50¢ per hour minus 5¢*
	Caretaker	\$9.37-\$9.65 (\$8.92-\$9.20)
	Maintenance 1	\$10.65 (\$10.19)
	*5¢ per hour is diverted from the maximum allowable increase to help fund improved dental benefits.	
	Probationary period is 3 months. Maximum rate for Caretaker is reached after one 3-month and one 9-month increase.	
Paid Holidays:	Remembrance Day is deleted for a total of 11 days.	
Bereavement Leave:	Step-father, step-mother, step-sister, step-brother and step-child are added to the provision for 3 days' paid leave to attend the funeral.	
Responsibility Allowances:	27¢ (26¢) per hour for Group 1 and 33¢ (31¢) per hour for Group 2 Caretakers in a public school.	
	20¢ (19¢) for Head Caretaker in a school where there is an indoor swimming pool.	
Health and Welfare:	<u>OHIP</u> - Employer contributes 80% (75%) of premium costs.	
	<u>Extended Health Care</u> - Employer contributes 85% (75%) of premium costs. Hearing care option and \$60 vision care option or other plan with equivalent benefits, are included.	
	<u>Dental Plan</u> - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.	
Safety Boot Allowance (new):	Employer contributes 66 2/3% of the net cost or \$60 whichever is lesser for 1 pair, where required by legislation or approved by the Supervisor-Plant Operations.	
Uniform Allowance:	Employer contributes 75% (66 2/3%) towards the cost of uniforms plus an additional 50% (new) towards the cost of a third pair of trousers, every 2 years.	

Huron County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 355 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%

		<u>Sept. 1/83</u>
	Teacher-Category D	\$16,230-\$21,680
	0-6 years	(\$15,460-\$20,650)
	Teacher-Category A1	\$19,030-\$32,880
	0-10 years	(\$18,120-\$31,310)
	Teacher-Category A4	\$22,420-\$42,050
	0-10 years	(\$21,350-\$40,050)
	Principal-Category A2	\$46,200
		(\$44,000)
Responsibility	Vice-Principal	\$3,360-\$4,095
Allowances:	0-3 years	(\$3,200-\$3,900)
	Co-ordinator	\$4,620 (\$4,400)
	Principal of School for	\$4,820 (\$4,590)
	Trainable Mentally Retarded	
	Principal (except Category A2)	\$8,400 (\$8,000)
	Teacher of Special Education	\$105-\$525 (\$100-\$500) depending
		on qualifications.
	Resource Teacher Allowance	\$525-\$945 (\$500-\$900) depending on
		qualifications.
Extra Degree	Bachelor's Degree	\$315 (\$300)
Allowance:	Master's Degree	\$840 (\$800)

Huron County Board of Education - Ontario Secondary School Teachers' Federation  
 (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 270 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category I	\$19,100-\$32,220
	0-10 years	(\$18,190-\$31,640)
	Teacher-Category IV	\$22,510-\$42,420
	0-10 years	(\$21,440-\$40,400)
	Vice-Principal	\$46,200-\$48,900
	0-2 years	(\$44,000-\$47,520)
	Principal	\$52,670-\$56,830
	0-2 years	(\$50,160-\$54,120)

Cost of Living Provision: Inoperative. (Previously, 1% per 1% increase in the Consumer Price Index - 1971=100, using the CPI for the current month over the previous year. Triggered at 11%. Capped at 13%. Formula did not trigger.)

Sept. 1/83

Responsibility	Director	\$3,246 (\$3,100)
Allowances:	Subject Co-ordinator	\$3,213 (\$3,060)
	Department Head	\$2,980 (\$2,840)
	Subject Chairman and Assistant Director	\$1,629 (\$1,550)
	Assistant Department Head	\$1,490 (\$1,420)

Metropolitan Toronto Separate School Board - Local 1280, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 800 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	General Increase	5%*
	Matron	\$8.98 (\$8.55)
	Head Caretaker (varies by size of school)	\$11.27-\$13.25 (\$10.73-\$12.62)
	Plumber	\$16.86 (\$16.06)

Lump Sum Payment\*: Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment.

Shift Premium: 0-41¢-41¢ (0-39¢-39¢).

Lead Hand Premium: 31.5¢ (30¢).

Simcoe County Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 1,398 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	Increase	5% with a minimum of \$750 per year
	Teacher-Category I 0-6 years	\$13,850-\$20,203 (\$13,100-\$19,241)
	Teacher-Category IV 0-11 years	\$19,838-\$33,949 (\$18,893-\$32,332)

Sept. 1/83

Teacher-Category VII	\$24,281-\$43,089
0-11 years	(\$23,125-\$41,037)

Principal

Schools with 6 to 14.9 full-time equivalent teachers	\$46,419-\$50,375
0-4 years	(\$44,209-\$47,976)

Schools with 15 or more full-time equivalent teachers	\$48,074-\$52,075
0-4 years	(\$45,785-\$49,595)

Responsibility Allowances:	Principal of Schools with 1 to 5.9 full-time equivalent teachers	\$1,155 (\$1,100) per equivalent full-time teacher, to a total maximum of \$48,493 (\$46,184)
	Vice-Principal 0-2 years	\$2,998-\$3,523 (\$2,855-\$3,355)
	Principal's Assistant Schools with 1 to 7.9 teachers	\$357 (\$340)
	Schools with 8 to 12.9 teachers	\$814 (\$775)
	Consultant	\$3,990 (\$3,800)

Simcoe County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 968 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category IV	\$19,838-\$33,949
	0-11 years	(\$18,893-\$32,332)
	Teacher-Category VII	\$24,281-\$43,089
	0-11 years	(\$23,125-\$41,037)
	Vice-Principal	\$47,726-\$50,938
	0-3 years	(\$45,453-\$48,512)
	Principal	\$55,485-\$59,805
	0-4 years	(\$52,843-\$56,957)

Responsibility Allowances:	Director and Acting Director, qualified	\$3,645 (\$3,471)
	Acting Director, unqualified	\$2,473 (\$2,355)
	Department Heads	
	Major and Acting Major, qualified	\$3,087 (\$2,940)

	<u>Sept. 1/83</u>
Acting Major, unqualified	\$2,209 (\$2,104)
Minor and Acting Minor, qualified	\$1,884 (\$1,794)
Acting Minor, unqualified and Assistant	\$1,369 (\$1,304)
Major Subject Chairman	\$1,369 (\$1,304)
Minor Subject Chairman	\$977 (\$930)
Assistant Principal	\$3,087 (\$2,940)

Stormont, Dundas and Glengarry County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 350 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from September 1, 1982 to August 31, 1984.

Wages:	Effective	<u>Sept. 1/83</u>
	Increase	5% approx.
	Teacher D 0-5 years	\$14,545-\$20,110 (\$13,855-\$19,155)
	Teacher-Group 1 0-11 years	\$20,210-\$34,345 (\$19,260-\$32,710)
	Teacher-Group 4 0-11 years	\$23,265-\$42,485 (\$22,150-\$40,460)
Responsibility Allowances:	Principal	\$3,147 (\$2,997) plus \$504 (\$480) per teacher per year calculated to the nearest tenth to a maximum of sixteen teachers
	Vice-Principal	\$4,848 (\$4,617)
	Co-ordinator	\$5,250 (\$4,000)
	Consultant	\$3,675 (\$3,500)

For details of previous agreement, see page 346 of the June, 1982 Report.

Stormont, Dundas and Glengarry County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 500 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	Increase	5% approx.
	Teacher-Group 1 0-11 years	\$20,210-\$34,345 (\$19,260-\$32,710)
	Teacher-Group 4 0-11 years	\$23,265-\$42,485 (\$22,150-\$40,460)

		<u>Sept. 1/83</u>
	Vice-Principal	\$49,440-\$52,600
	0-4 years	(\$47,075-\$50,095)
	Principal	\$54,695-\$57,895
		(\$52,100-\$55,140)
Responsibility	Co-ordinator	\$5,250 (\$5,000)
Allowances:	Consultant	\$3,675 (\$3,500)
	<u>Qualified</u>	<u>Unqualified</u>
	Major Department	
	Technical Director	\$3,305 (\$3,150)
	and Special Education	\$2,205 (\$2,100)
	Director	
	Commercial Director	\$3,070 (\$2,925)
	Head	\$2,835 (\$2,700)
	Associate Head	\$1,890 (\$1,800)
	Minor Department	
	Technical Director,	\$2,125 (\$2,025)
	Special Education	\$1,500 (\$1,427)
	Director, Commercial	
	Director and Head	

Sudbury Board of Education - Local 895, Canadian Union of Public Employees (CLC)  
(custodial, maintenance, construction and transportation  
employees): A 12-month agreement effective from July 1, 1983 to  
 June 30, 1984, covering 421 employees, revised subject to the  
 provisions of the Inflation Restraint Act, 1982.

Wages:                      Effective                      July 1/83

                                 Increase                      5%, with a  
                                                       minimum of  
                                                       \$750\* per year

Cleaning Helper                      \$7.06  
 Elementary and Secondary School                      (\$6.72)

Group B (includes                      \$13.62  
 Electrician)                      (\$12.97)

\* In lieu of the difference between the maximum \$1,000 allowable  
 discretionary minimum increase and the \$750 minimum increase  
 received, the current Dental Plan benefit was improved.

Health and                      Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental  
 Welfare:                      Association fee schedule.

Sudbury Board of Education - Ontario Secondary School Teachers' Federation and  
Association des Enseignants Franco-Ontariens (Ind.): A 12-month  
 extended agreement effective from September 1, 1982 to August 31,  
 1983, and a 12-month renewal agreement effective from September  
 1, 1983 to August 31, 1984, covering 780 employees, revised  
 subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	Increases	8% for Teachers: 7% for Principal and Vice-Principal	4.93%*
	Teacher-Group 1 0-10 years	\$18,883-\$31,183 (\$17,484-\$28,874)	\$19,814-\$32,724
	Teacher-Group 4 0-12 years	\$22,092-\$40,500 (\$20,456-\$37,496)	\$23,181-\$42,501
	<u>Vice-Principal</u>		
	'A' School 0-3 years	\$44,138-\$46,547 (\$41,250-\$43,500)	\$46,314-\$48,843
	'AA' School 0-3 years	\$44,940-\$47,349 (\$42,000-\$44,250)	\$47,156-\$49,685
	<u>Principal</u>		
	'A' School 0-3 years	\$48,043-\$50,452 (\$44,900-\$47,150)	\$50,412-\$52,941
	'AA' School 0-3 years	\$50,504-\$52,913 (\$47,200-\$49,450)	\$52,994-\$55,523

\* .07% is diverted from the 5% maximum allowable increase to help fund improved dental benefits.

Responsibility Allowances:	Current allowances increase by 4%. Effective September 1, 1983, a further 4.93% increase.
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1982 (1980) Ontario Dental Association fee schedule.

Victoria County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 344 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Level D 0-6 years	\$14,341-\$21,089 (\$13,658-\$20,085)
	Teacher-Level A1 0-11 years	\$19,402-\$33,321 (\$18,478-\$31,734)

Sept. 1/83

Teacher-Level A4 0-12 years	\$23,199-\$42,179 (\$22,094-\$40,170)
Principal	\$42,404 (\$40,385)
Responsibility Allowances:	
Principal	
Group A - 500+ students	\$6,300 (\$6,000)
Group B - 200-499 students	\$4,200 (\$4,000)
Group C - 0-199 students	\$2,100 (\$2,000)
Vice-Principal	
Group A - 500+ students	\$3,385 (\$3,224)
Group B - 200-499 students	\$3,066 (\$2,920)
Group C - 0-199 students	\$2,556 (\$2,434)
Supervisor, Consultant, Resource Teacher and Co-ordinator	\$1,315 (\$1,252)
Special Education Classes	\$588 (\$560)

Waterloo County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 1,800 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 0-6 years	\$16,489-\$22,113 (\$15,704-\$21,060)
	Teacher-Category A1 0-10 years	\$20,040-\$34,173 (\$19,086-\$32,546)
	Teacher-Category A4 0-10 years	\$24,552-\$43,058 (\$23,383-\$41,008)
	Vice-Principal 0-4 years	\$42,492-\$46,597 (\$40,469-\$44,378)
	<u>Principal</u>	
	B School 0-4 years	\$42,492-\$49,238 (\$40,469-\$46,893)
	A School 0-4 years	\$47,016-\$51,794 (\$44,777-\$49,328)
	Coordinator 0-4 years	\$47,016-\$51,794 (\$44,777-\$49,328)

Cost of Living Provision: Inoperative. (Previously, 1% of monthly salary per 1% rise in the Consumer Price Index - 1971=100, using August 1982 as the base index month. Triggered at 10%. Calculated monthly.)

Responsibility  
Allowances:

Sept. 1/83

Consultant	\$3,465 (\$3,300)
Senior Consultant	\$4,515 (\$4,300)

Waterloo County Board of Education - Ontario Secondary School Teachers' Federation

(Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 1,198 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:

Effective Sept. 1/83

General Increase	5%
Teacher-Category 1 0-10 years	\$20,040-\$34,173 (\$19,086-\$32,546)
Teacher-Category 4 0-10 years	\$24,552-\$43,058 (\$23,383-\$41,008)
Vice Principal and Coordinator 0-4 years	\$47,016-\$51,794 (\$44,777-\$49,328)
Principal 0-4 years	\$53,939-\$58,626 (\$51,370-\$55,834)

Cost of Living Provision: Inoperative. (Previously, 1% of monthly salary per 1% rise in the Consumer Price Index - 1971=100, using August 1982 as the base index month. Triggered at 10%. Calculated monthly.)

Responsibility  
Allowances:

Assistant Department Head and Minor Department Head	\$1,733 (\$1,650)
Major Department Head, Director (Business Education, Technical and Student Activities) and Consultant	\$3,465 (\$3,300)
Senior Consultant	\$4,515 (\$4,300)

Wentworth County Board of Education - Ontario Secondary School Teachers' Federation

(Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 386 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:

Effective Sept. 1/83

General Increase	5%
Teacher-Category 1 0-11 years	\$20,024-\$33,457 (\$19,070-\$31,864)
Teacher-Category 4 0-11 years	\$24,018-\$42,743 (\$22,874-\$40,708)
Vice-Principal 0-2 years	\$47,228-\$50,111 (\$44,979-\$47,725)

		<u>Sept. 1/83</u>
	Principal	\$50,517-\$56,598
	0-3 years	(\$48,411-\$53,903)
Responsibility	Director or Major Department	\$3,045 (\$2,900)
Allowances:	Head	
	Minor Department Head	\$1,781 (\$1,696)
	Assistant Department Head	\$1,538 (\$1,465)

Lakehead University Board of Governors at Thunder Bay - Faculty Association (Ind.):  
A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 260 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	General Increase	5%
	Laboratory Instructor I	\$13,473-\$18,919 (\$12,831-\$18,018)
	Laboratory Instructor II and Teacher Counsellor I	\$16,626-\$24,079 (\$15,834-\$22,932)
	Laboratory Instructor III	\$19,033-\$28,550 (\$18,127-\$27,190)
	Lecturer and Teacher Counsellor II	\$20,613-\$30,212 (\$19,631-\$28,773)
	Assistant Professor and Teacher Counsellor III	\$24,267-\$37,257 (\$23,111-\$35,483)
	Associate Professor	\$30,212-\$54,600 (\$28,773-\$52,000)
	Professor	\$37,257-\$60,667 (\$35,483-\$57,778)
Responsibility	Chairman of Department	\$525-\$1,050 (\$500-\$1,000) depending
Allowance:		on full-time faculty in department.

University of Toronto - Faculty Association (Ind.): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 3,796 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	Increase	4.93%* rounded to the nearest \$100, with a minimum of \$750 per year

	<u>July 1/83</u>
Assistant Professor	\$25,400 (\$24,200)
Associate Professor	\$31,200 (\$29,700)
Professor	\$41,400 (\$39,500)

Figures shown are minimum salaries.

\*0.07% is diverted from the 5% maximum allowable increase to fund improved benefits.

Health and  
Welfare:

Life Insurance - \$90,000 (\$70,000) coverage.

Survivors Income Benefit - \$65,000 (\$50,000) coverage.

Long Term Disability - \$65,000 (\$50,000) maximum insurable earnings.

Dental Plan - Coverage is based on the 1981 (1980) Ontario Dental Association fee schedule.

University of Toronto - Local 204, Service Employees International (AFL-CIO/CLC):

A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 700 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	General Increase	4.96%*
	Housemaid	\$7.95 (\$7.57)
	Chief Maintenance Worker	\$10.29 (\$9.80)
	Elevator Mechanic Helper I	\$11.05 (\$10.53)

\* .04% is diverted from the 5% maximum allowable increase to help fund improved dental benefits.

Lump Sum  
Payment\*: Employee who receives less than \$1,000 per year increase on wage grid, is paid the difference between increase received and \$1,000 in the form of a lump sum payment.

Health and  
Welfare:

Dental Plan - Coverage is based on the 1981 (1980) Ontario Dental Association fee schedule.

University of Windsor - Faculty Association (Ind.): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 504 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	General Increase	5%
	Lecturer*	\$20,412 (\$19,440)
	Assistant Professor*	\$25,345 (\$24,138)
	Associate Professor	\$31,563-\$50,697 (\$30,060-\$48,283)
	Professor	\$40,556-\$58,806 (\$38,625-\$56,006)
	Librarian I*	\$18,327 (\$17,454)
	Librarian IV	\$27,534-\$39,925 (\$26,223-\$38,024)

\* Floor salaries - Figures shown are minimum salaries which may increase through annual increments without limit (unchanged).

Previous rates reflect a rollback by the Inflation Restraint Board.

York University at Toronto - Local 3, Canadian Educational Workers (Ind.) (part-time faculty Unit 1 Graduate Students and Unit 2 Non-Graduate Students): Two 12-month agreements effective from September 1, 1983 to August 31, 1984, covering 1,200 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	Increase	5% approx.
	Course Director (Units 1 and 2), Writing Workshop Instructor (Unit 2)	\$6,015 (\$5,730) per assignment
	Tutor 1 (Tutorial Leader), Tutor 6 (Studio Instructor), Instructor (Faculty of Education - Unit 2), Tutor 7 (Miscellaneous - Unit 1)	\$2,005 (\$1,910) per assignment

Sept. 1/83

Tutor 2 (Demonstrator: 3 lab hrs./wk.)	\$2,153 (\$2,050) per assignment
Tutor 3 (Marker/Grader), Tutor 4 (Individual Tutor)	\$13.65 (\$13) per hour
Tutor 5 (College Tutorial Leader)	\$2,415 (\$2,300) per assignment
Coach (Fine Arts)	\$16.25 (\$15.50) per hour
Writing Workshop Assistant (Unit 1)	\$13.75 (\$13.11) per hour
Computer Centre Adviser	\$7.75 (\$7.35) per hour
Teaching Assistantship - Unit 1 (10 hours per week)	\$5,250 (\$5,000) per academic year

Authorized Replacement: Tutor 1 and Lecturer Replacement - \$53.35 (\$50.80) per hour.  
Tutor 2 - \$20.10 (\$19.10) per hour.

#### HEALTH AND WELFARE SERVICES

Halton Regional Municipality, Halton Centennial Manor at Milton - Local 101, Canadian Operating Engineers (CCU): A 12-month agreement effective from May 30, 1983 to May 29, 1984, covering 202 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>May 30/83</u>
	Increase	5%, with a minimum of \$750 per year
	Group I (includes Housemaid)	\$6.96-\$7.56 (\$6.60-\$7.20)
	Group V (includes R.N.A.)	\$7.91-\$8.54 (\$7.53-\$8.13)
	Group VIII (includes 4th Class Engineer)	\$9.14-\$9.92 (\$8.70-\$9.45)

Probationary period is 3 months. Maximum rates are reached after one 6-month and one 12-month increase.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories) at Chalk River - Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from April 1, 1983 to March 31, 1985, covering 409 employees.

Wages:	Effective	<u>Apr. 1/83</u>	<u>Apr. 1/84</u>
	General Increases (PSCRA)	5.65%*	5%
	Labourer	\$9.43 (\$8.93)	\$9.90
	Process Operator	\$12.95 (\$12.26)	\$13.60

\* An additional 0.35% is diverted to help fund medical benefits.

Health and Welfare: Hospital-Medical - Employer contributes a monthly allowance equivalent to 100% of the applicable (family or single) OHIP premium towards the premium costs of OHIP and Blue Cross Extended Health Care, including semi-private hospital coverage. (Previously, employer paid \$46 per month for family coverage and \$23 per month for single coverage.)

PERSONAL SERVICES

Chateau Laurier Hotel at Ottawa - Local 270, Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective from July 1, 1983 to June 30, 1985, covering 410 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/83</u>	<u>July 1/84</u>
	Increases	5% for gratuity employees; 6% for non-gratuity employees	5%
	Waiter/Waitress	\$5.11 (\$4.87)	\$5.37
	Maid	\$6.00 (\$5.66)	\$6.30
	Electrician	\$11.44 (\$10.79)	\$12.01

Health and Welfare: OHIP - Employer contributes \$14.10 (\$11.50) per month single coverage and \$28.35 (\$23.00) per month family coverage.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (biological science group): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from July 7, 1983 to July 6, 1985, covering 343 Ontario employees.

Wages:	Effective	July 7/83	July 7/84
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	BI-1	\$15,391-\$30,674 (\$14,520-\$28,938)	\$16,161-\$32,208
	BI-5	\$48,255-\$53,637* (\$45,524-\$50,601)	\$50,668-\$56,319*

\* Section 6 (5) of the PSCRA specifies that those employees whose maximum salary range as of June 29, 1982, equals or exceeds \$49,500 are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Professional Institute (Ind.) (defence scientific service group): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from July 21, 1983 to July 20, 1985, covering 212 Ontario employees.

Wages:	Effective	July 21/83	July 21/84
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	DS-1	\$17,713-\$27,036 (\$16,710-\$25,506)	\$18,599-\$28,388
	DS-4	\$39,700-\$53,121* (\$37,453-\$50,114)	\$41,685-\$55,777*
	DS-7	\$62,276-\$64,587* (\$58,751-\$60,931)	\$65,390-\$67,816*

\* Section 6 (5) of the PSCRA specifies that those employees whose maximum salary range as of June 29, 1982, equals or exceeds \$49,500 are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

National Research Council of Canada, Canada-wide - Research Council Employees' Association (Ind) (technical category employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from July 18, 1983 to July 17, 1985, covering 775 Ontario employees.

Wages:	Effective	July 18/83	July 18/84
	General Increases (PSCRA)	6%	5%*

Annual Rates

Technical Officer Group

Technical Officer 1	\$13,618-\$15,169 (\$12,847-\$14,310)
Technical Officer 11	\$43,900-\$46,592 (\$41,415-\$43,955)

Development Officer Group

Development Assistant 1	\$12,145-\$19,097 (\$11,458-\$18,016)
Development Supervisor	\$32,570-\$35,504 (\$30,726-\$33,494)

Draftsman and Photographer Group

Draftsman 1	\$14,769-\$18,072 (\$13,933-\$17,049)
Draftsman 6	\$29,277-\$32,439 (\$27,620-\$30,603)
Photographer 1	\$16,284-\$17,893 (\$15,362-\$16,880)
Photographer 7	\$28,702-\$31,549 (\$27,077-\$29,763)

Designer Group

DES-1	\$28,784-\$31,558 (\$27,155-\$29,772)
DES-4	\$41,389-\$45,245 (\$39,046-\$42,684)

\*Provisions in the PSCRA may permit the second year increase of 5 percent to be changed. Information on second year will be published as soon as available.

LOCAL ADMINISTRATION

Brampton City Corporation - Local 831, Canadian Union of Public Employees (CLC): A 24-month agreement effective from August 1, 1982 to July 31, 1984, covering 200 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Aug. 1/82</u>	<u>Aug. 1/83</u>
	General Increases	6%	5%
	Telephone Control Dispatch	\$7.19 (\$6.78)	\$7.55
	Labourer	\$9.13 (\$8.61)	\$9.59
	Welder-Mechanic	\$11.54 (\$10.89)	\$12.12

Niagara Regional Board of Commissioners of Police - Police Association (Ind.) (police officers): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 580 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	Cadet III	\$16,674.43 (\$15,880.41)
	Constable 1st Class	\$31,365.97 (\$29,872.35)
	Staff Sergeant	\$36,954.16 (\$35,194.44)

Thunder Bay City Board of Commissioners of Police - Police Association (Ind.): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 216 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	Increase	4.94%* with a minimum of \$1,000 per year for civilians
	4th Class Constable (2nd 6 months)	\$21,093 (\$20,100)
	1st Class Constable	\$31,482 (\$30,000)

Jan. 1/83

Inspector \$40,927  
(\$39,000)

\* .06% is diverted from the 5% maximum allowable increase to help fund improved dental benefits.

Shift Premium: Flat rates of: \$75 per year for second shift: \$130 per year for modified second shift: \$150 per year for third shift.  
(Previously, 10¢ per hour for the first 4 hours and 20¢ for the next 4 hours during the second shift, for persons on a modified 2 shift system.)

Health and Welfare: Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective in 1984, the 1983 ODA fee schedule.

Pay in Lieu of Lunch Period: 1/2 (1) hour's pay when lunch period is missed within 5 hours after commencement of an 8 hour tour of duty.

## CONSTRUCTION

Ontario Hydro, province-wide - Local 1,000, Canadian Union of Public Employees (CLC)\*  
(clerical employees in the Construction Field Forces, Generation Projects Division and the Lines and Stations Construction Department of the Transmission Systems Division): A 20-month first agreement effective from July 29, 1982, to March 31, 1984, covering 260 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

\* Previously, represented by the Office and Professional Employees (AFL-CIO/CLC).

Wages:	Effective	<u>July 29/82</u>	<u>Apr. 1/83</u>
Increases		9%	5% with minimum of \$750 per year
Salary Grade 51 (includes Clerk I)		\$287.41-\$305.76 (\$263.68-\$280.51)	\$301.83-\$321.05
Salary Grade 631 (includes Payment Auditor)		\$590.61-\$628.31 (\$541.84-\$576.43)	\$620.15-\$659.73

Previous rates reflect increases effective on February 25, 1982 and March 25, 1982, which were omitted from the summary of the 1980-1982 collective agreement, published in the October 1980 Report on page 687.

Probationary period is 6 months. Maximum rates are reached after 2 annual increases.

The following provisions, unless otherwise stated are effective from April 29, 1983, except any monetary items for which records are kept, are effective on July 29, 1982.

- Hiring Rates for Summer Students: 92% of salary grade 51-1 - 1st year of employment;  
100% of grade 51-1 - 2nd year;  
100% of grade 52-2 - 3rd year;  
100% of grade 53-2 - 4th year.  
(Previously, ranged from \$185-\$332 per week for Grades 01-32, depending on academic year of the student.)
- Overtime Pay: Time and one-half for first 4 hours of overtime worked and double time after 4 hours. Double time for all hours worked on Saturday, Sunday and Recognized Holiday. (Previously, time and one-half for all overtime hours worked on Monday-Friday and for all hours worked on Saturday. Double time for all hours worked on Sunday and Statutory Holiday.)
- Paid Vacation: Effective April 1, 1983, 6 weeks after 25 (30) years' service.
- Maternity Leave: Employer pays an amount equal to 93% of base pay for the two-week Unemployment Insurance Commission waiting period (new).
- Health and Welfare: Workers' Compensation Supplementary Grant (new) - As a supplement to Workers' Compensation Board payments, employer pays an amount equal to the difference between the Board's award and the employee's normal straight-time net pay.
- Dental Plan - Effective January 1, 1983, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective January 1, 1984, the 1984 ODA fee schedule.
- Employer Contribution - Employer pays 100% of premium costs for Dental, Extended Health Care, Supplementary Plans and OHIP for probationary employees, commencing the second month of employment. (Previously, employer contributions commenced after 6 months' service.)
- Special Allowances: Employee with headquarters at the following locations receive weekly allowances as follows:
- | Effective                                    | Dec. 31/83        | Mar. 31/84 |
|--|-------------------|------------|
| Bruce NPD                                    | \$21.00 (\$28.00) | \$14.00    |
| Nanticoke and Wesleyville                    | \$18.38 (\$24.50) | \$12.25    |
| Pickering and Lakeview                       | \$12.75 (\$17.00) | \$8.50     |
| Darlington and Job Clerks at Field Locations | \$10.50 (\$14.00) | \$7.00     |
- Transportation and Moving Expenses: Householders - When an eligible employee, who is a householder, is transferred, and a change of Residence Headquarters is required employer pays the cost of incidental out-of-pocket moving expenses to a maximum of \$1,500 (\$800).
- Legal and Real Estate Brokerage Fees - When required to move principal residence - up to \$1,500 (\$1,000) reimbursement for legal fees and disbursements actually incurred in selling the old and/or buying the new principal residence: up to \$4,500 (\$4,000) of standard brokerage fees related to the sale of the older

principal residence, providing transaction is commenced within 4 months of the date of the employee's transfer. Extension of this time period is at Ontario Hydro's discretion.

Meal Allowance: \$5 (\$4.25). Effective April 1, 1983, \$6.

#### ADDENDUM

#### April 1983 Settlements

#### ELECTRICAL PRODUCTS

J.E. Thomas Specialties Limited at Lindsay - Local 921, Rubber Workers (AFL-CIO/CLC):

A 12-month extension agreement effective from October 1, 1983 to September 30, 1984, covering 360 employees, settled at the bargaining stage and ratified in April, 1983. Duration of negotiations - 1 month.

Wages: No increase in rates that are in effect at the conclusion of the original agreement.

Class A (General Assembly)	\$3.70-\$6.87
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Tool and Die Maker	\$9.12-\$11.43
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Probationary period is 12 working weeks. Maximum rate for Class A is reached upon completion of probation and for Tool and Die Maker after 5 years.

For details of previous agreement, see page 12 of the January 1982 Report.

#### EDUCATION AND RELATED SERVICES

Elgin County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 425 employees, revised subject to the provisions of the Inflation Restraint Act, 1982, in April, 1983.

Wages:	Effective	Sept. 1/83
	Increase	5%, with a minimum of \$750 per year
	Teacher-Category D 0-8 years	\$14,203-\$22,859 (\$13,453-\$21,770)
	Teacher-Category A1 0-12 years	\$17,346-\$34,229 (\$16,520-\$32,599)

Sept. 1/83

Teacher-Category A4 0-12 years	\$20,152-\$41,582 (\$19,192-\$39,602)
Principal	\$46,305-\$48,510 (\$44,100-\$46,200)
Responsibility Allowances: Vice-Principal and Consultant	\$3,255 (\$3,100)

Frontenac County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 611 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in April, 1983. Previous agreement was effective from September 1, 1982 to August 31, 1984.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 0-6 years	\$17,183-\$22,926 (\$16,365-\$21,834)
	Teacher-Category A1 0-11 years	\$20,756-\$34,796 (\$19,768-\$33,139)
	Teacher-Category A4 0-12 years	\$24,138-\$42,198 (\$22,989-\$40,189)
	Principal 0-4 years (A & B Schools)	\$46,053-\$48,594 (\$43,860-\$46,280)

Previous rates reflect a \$300 lump sum payment per full-time employee, made on January 1, 1983 and folded into the wage grid on August 31, 1983.

For details of the previous agreement see page 442 of the July, 1982 Report.

Frontenac County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 525 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in April, 1983. Previous agreement was effective from September 1, 1982 to August 31, 1984.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category I 0-11 years	\$19,593-\$35,018 (\$18,660-\$33,350)

Sept. 1/83

Teacher-Category IV 0-12 years	\$23,289-\$42,504 (\$22,180-\$40,480)
Vice-Principal 0-3 years	\$46,898-\$49,303 (\$44,665-\$46,955)
Principal 0-4 years	\$51,455-\$56,133 (\$49,005-\$53,460)

For details of the previous agreement see page 331 of the June, 1982 Report.

Windsor City Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 779 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in April, 1983. Previous agreement was effective from September 1, 1981 to August 31, 1984.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category 1 0-9 years	\$20,455-\$32,954 (\$19,481-\$31,385)
	Teacher-Category IV 0-9 years	\$23,556-\$39,901 (\$22,434-\$38,001)
	Consultant or Director	\$43,508-\$45,056 (\$41,436-\$42,910)
	Co-ordinator 0-2 years	\$45,056-\$46,989 (\$42,910-\$44,751)
	Vice-Principal 0-2 years	\$45,520-\$47,317 (\$43,352-\$45,064)
	Principal 0-2 years	\$50,382-\$53,977 (\$47,983-\$51,407)
Responsibility Allowances:	Resource Teacher	\$1,470 (\$1,400)
	Assistant Department Head	\$1,260 (\$1,200)
	Department Head	\$2,730 (\$2,600)
	Assistant Director	\$1,995 (\$1,900)

**Cost of Living Provision:** Four quarterly lump sum payments to be made from September, 1983 to June, 1984, equal to the corresponding payments made from September, 1982 to June, 1983, increased by 5%.

Formula inoperative. (Previous provision provided for quarterly adjustments of \$5.20 for every 0.3 point change in the Consumer Price Index - 1971=100. First payment made from December, 1981: last, June, 1984. At the end of the agreement each salary on the grid was scheduled to be increased by an amount equal to four times the last COLA payment, multiplied by the number of

full-time bargaining unit employees, divided by the total grid salaries and allowances paid during the previous year, multiplied by 100.)

For details of previous agreement see page 593 of the September, 1981 Report.

### May 1983 Settlement

#### EDUCATION AND RELATED SERVICES

Windsor City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 750 employees, revised subject to the provisions of the Inflation Restraint Act, 1982, in May, 1983.

Wages:	Effective	Sept. 1/83
	General Increase	5%
	Teacher-Level 1 0-4 years	\$18,945-\$23,718 (\$18,043-\$22,589)
	Teacher-Level 4 0-9 years	\$23,080-\$34,825 (\$21,981-\$33,167)
	Teacher-Level 7 0-9 years	\$26,181-\$41,812 (\$24,934-\$39,821)
	Vice-Principal 0-4 years	\$42,727-\$45,363 (\$40,692-\$43,203)
	Consultant 0-2 years	\$43,792-\$45,363 (\$41,707-\$43,203)
	Co-ordinator 0-2 years	\$45,363-\$47,328 (\$43,203-\$45,074)
	Principal 0-7 years	\$45,363-\$53,062 (\$43,203-\$50,535)

### June 1983 Settlements

#### COMMUNICATION

Canada Post Corporation - Public Service Alliance (CLC) (administrative services and programme administration groups): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from June 21, 1983 to June 20, 1985, covering 286 Ontario employees as revised in June, 1983.

Wages:	Effective	<u>June 21/83</u>	<u>June 21/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	<u>Administrative Services Group</u>		
	AS-1	\$23,533-\$27,250 (\$22,201-\$25,708)	\$24,710-\$28,613
	AS-8	\$45,660-\$55,780 (\$43,075-\$52,623)	\$47,943-\$58,569
	<u>Programme Administration Group</u>		
	PM-1	\$21,666-\$26,533 (\$20,440-\$25,031)	\$22,749-\$27,860
	PM-6	\$43,727-\$49,361 (\$41,252-\$46,567)	\$45,913-\$51,829
	PM-7	\$45,660-\$55,780* (\$43,075-\$52,623)	\$47,943-\$58,569*

\* Section 6(5) of the PSCRA specifies that those employees whose maximum salary range as of June 29, 1982, equals or exceeds \$49,500 are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

Note: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

## EDUCATION AND RELATED SERVICES

Elgin County Board of Education - Ontario Secondary School Teachers' Federation  
(Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 272 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in June, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category I 0-12 years	\$17,850-\$34,860 (\$17,000-\$33,200)
	Teacher-Category IV 0-12 years	\$22,680-\$42,315 (\$21,600-\$40,300)
	Vice-Principal	\$47,880-\$50,715 (\$45,600-\$48,300)

Sept. 1/83

	Principal	\$53,865-\$56,700 (\$51,300-\$54,000)
Responsibility	Director	\$2,625 (\$2,500)
Allowances:	Department Head	\$2,310 (\$2,200)
	Intermediate or Assistant Department Head	\$1,575 (\$1,500)
	Subject Chairman	\$1,260 (\$1,200)

Essex County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 489 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in June, 1983. Previous agreement was effective from September 1, 1982 to August 31, 1984.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Level 1 0-6 years	\$15,168-\$21,869 (\$14,446-\$20,828)
	Teacher-Level 4 0-10 years	\$19,913-\$32,006 (\$18,965-\$30,482)
	Teacher-Level 7 0-12 years	\$24,747-\$40,377 (\$23,569-\$38,454)
	Principal 0-2 years	\$44,905-\$46,266 (\$42,767-\$44,063)

For details of previous agreement see page 330 of the June, 1982 Report.

Frontenac-Lennox and Addington County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 245 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in June, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 0-6 years	\$15,110-\$21,922 (\$14,390-\$20,878)
	Teacher-Category A1 0-11 years	\$19,563-\$33,013 (\$18,631-\$31,441)

Sept. 1/83

	Teacher-Category A4 0-12 years	\$23,406-\$40,699 (\$22,291-\$38,761)
Responsibility Allowances:	Principal	\$6,038 (\$5,750) plus \$1,050 (\$1,000) for Principal with responsibility for grades 9 and 10
	Vice-Principal	\$2,835 (\$2,700) plus \$236 (\$225) for Vice-Principal with responsibility for grades 9 and 10
	Senior Teacher Consultant	\$908 (\$865) \$2,835 (\$2,700)
Travel Allowance:	22¢ (20¢) per kilometer.	

Lakehead Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 620 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in June, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	Increase	5%, with a minimum of \$1,000 per year
	Teacher-Category D 0-7 years	\$17,463-\$23,757 (\$16,463-\$22,626)
	Teacher-Category A1 0-10 years	\$20,955-\$33,533 (\$19,955-\$31,936)
	Teacher-Category A4 0-11 years	\$25,612-\$42,881 (\$24,392-\$40,839)
	Principal 0-2 years	\$42,881-\$44,239 (\$40,839-\$42,132)

Previous rates reflect 0.18% rollback by the Inflation Restraint Board.

London City Board of Education - Local 1150, Canadian Union of Public Employees (CLC) (full-time and part-time teaching assistants and office and clerical employees): Two 12-month agreements effective from October 1, 1983 to September 30, 1984, covering 316 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Oct. 1/83</u>
	Increase	5% with a minimum of \$750 per year

Oct. 1/83

Office and Clerical

Job Group I (includes Clerk Typist)	\$6.70-\$8.16 (\$6.29-\$7.75)
Job Group VII (Senior Secretary III)	\$10.71-\$13.23 (\$10.20-\$12.60)

Teacher Assistants

Pre-School, Kindergarten and Special Education - Developmentally Handi- capped	\$7.06-\$8.51 (\$6.65-\$8.10)
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Probationary period is 90 calendar days of service. Maximum rates are reached after two annual increases.

Paid Holidays  
(Full-time  
only):

When Remembrance Day falls on a Saturday or Sunday, employer will grant either a day's pay, or an alternate day off (new).

AMUSEMENT AND RECREATION SERVICES

Professional Association of Canadian Theatres, Canada-wide - Actor's Equity

Association (CLC): A 36-month renewal agreement effective from June 13, 1983 to June 15, 1986, covering 1,900 Ontario employees, settled at the bargaining stage and ratified in June, 1983. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 13/83</u>	<u>June 18/84</u>	<u>June 17/85</u>
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Increases:

In-Town Salary	6%	5%	5%
Touring Salary	5% approx.	4.65% approx.	4.54% approx.

Minimum Weekly Salaries

Extra

In-Town Salary	\$154.54-\$197.55 (\$145.79-\$186.37)	\$162.27-\$207.43	\$170.38-\$217.80
Touring Salary	\$476.54-\$519.55 (\$453.79-\$494.37)	\$498.27-\$543.43	\$520.38-\$567.80

Actor

In-Town Salary	\$250.14-\$396.45 (\$235.98-\$374.01)	\$262.65-\$416.27	\$275.78-\$437.08
Touring Salary	\$572.14-\$718.45 (\$543.98-\$682.01)	\$598.65-\$752.27	\$625.78-\$787.08

	<u>June 13/83</u>	<u>June 18/84</u>	<u>June 17/85</u>
<u>Production Stage Manager</u>			
In-Town Salary	\$361.46-\$575.31 (\$341.00-\$542.75)	\$379.53-\$604.08	\$398.51-\$634.28
Touring Salary	\$683.46-\$897.31 (\$649.00-\$850.75)	\$715.53-\$940.08	\$748.51-\$984.28
<u>Journeyman</u>			
In-Town Salary	\$229.19-\$295.00 (\$216.22-\$278.30)	\$240.65-\$309.75	\$252.68-\$325.24
Touring Salary	\$551.19-\$617.00 (\$524.22-\$586.30)	\$576.65-\$645.75	\$602.68-\$675.24

Cost of Living Allowance:

Effective in the second and third years, based on the 12-month periods ending April 30, 1984 and 1985 respectively, minimum salaries to be increased by 1% per 1% increase in the Consumer Price Index. Triggers at 8%. Capped at 12%. Subject to renegotiation if the rise in the CPI in each year exceeds the cap. (Previously, triggered at 10% and capped at 14% in the second year and at 12% and 16% in the third year.)

Overtime Pay:

\$7.50 for the first half hour or part thereof and \$8.50 for each subsequent half hour or part thereof. (Previously, \$6 for the first half hour and \$7 for the second half hour.)

Invasion of Overnight Rest Period:

Between the end of one day's work and the beginning of the next, artist to receive \$10 (\$9) for first half hour or part thereof and \$22 (\$18) for each additional hour or part thereof.

## CONSTRUCTION

Toronto and District Carpentry Contractors Association - Local 1190, Carpenters (AFL-CIO) (residential construction): A 22-month renewal agreement effective from June 30, 1983 to April 30, 1985, covering 200 employees, settled at the post conciliation bargaining stage and ratified in June, 1983. Duration of negotiations - 2 months. Previous agreement expired April 30, 1983.

	<u>Effective</u>	<u>June 30/83</u>	<u>May 1/84</u>
	Package Increases	\$1.26-\$1.46	\$1.00
Wages:	Increases	53¢ for OLRB Area 18; 71¢ for OLRB Area 8	91¢
	Journeyman Carpenter OLRB Area 18	\$12.00 (\$11.47)	\$12.91
	Journeyman Carpenter OLRB Area 8	\$14.00 (\$13.29)	\$14.91

Welfare Fund: Effective May 1, 1983, employer contributes 90¢ (72¢) per hour earned.

Pension Fund: Effective May 1, 1983, employer contributes \$1.50 (\$1.00) per hour earned.

Negotiations in Progress during July 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
Arrow Co., Div. of Cluett Peabody and Co. of Canada Ltd., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	661	B
Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River**	Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC) (production and maintenance empls.)	409	RL
BCL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	275	B
BDC Ltd., Toronto, Windsor, London, Hamilton and Ottawa	Teamsters (Ind.)	452	CO
Babcock and Wilcox Canada Ltd., Cambridge	United Steelworkers (AFL-CIO/CLC)	600	CO
Bendix Heavy Vehicle Systems Ltd., London	Auto Workers (CLC)	240	CO
Boots Drug Stores (Canada) Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time service and retail clerks)	750	B
C & C Yachts Manufacturing Ltd., Niagara-on-the-Lake	Carpenters (AFL-CIO)	219	B
Canada Packers Ltd. (Beardmore Div.), Halton Hills	Food and Commercial Workers (AFL-CIO/CLC)	325	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO) (production, maintenance and shipping empls. and stationery engineers)	210	CO
Canada Wire and Cable Ltd. (Leaside Plant), Toronto	Electrical Workers (UE) (CLC)	456	B
Canadian Standards Assn., Toronto	CUPE (CLC)	350	B
Canron Inc. (Eastern Structural Div.), Toronto	Employees Assn. (Ind.)	206	CO
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	579	B
Chatham Public General Hospital Society	Service Employees Intl. (AFL-CIO/CLC)	210	RL

\*See page 432 for definition of codes

\*\* Federal jurisdiction

Negotiations in Progress during July 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Christie Brown and Co. Ltd. (Biscuit Production), Toronto	Bakery and Tobacco Workers (AFL-CIO/ CLC)	528	CO
Coca Cola Ltd., Intercity	Cdn. Brewery Workers (CLC) (production and office empls.)	800	B
Colgate Palmolive Canada, Toronto	Teamsters (Ind.)	265	CO
Collingwood Shipyards, a div. of Canadian Shipbuilding and Engineering Ltd., Collingwood	United Steelworkers (AFL-CIO/CLC)	800	MED/WS
Commodore Business Machines Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	200	MED/WS
Courtaulds (Canada) Inc., Cornwall	Clothing and Textile Workers (AFL- CIO/CLC)	475	B
DRG Packaging Ltd., Toronto	Graphic Communications (AFL-CIO/CLC)	400	CO
Dominion Textile Inc., Penmans Div., Brantford, Cambridge and Paris	Clothing and Textile Workers (AFL- CIO/CLC)	598	CO
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,453	RL
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	462	RL
E.B. Eddy Forest Products Ltd. (Wood Products Div.), Nairn	Cdn. Paperworkers (CLC)	210	B
Emco Ltd., London	United Steelworkers (AFL-CIO/CLC)	240	B
Falconbridge Nickel Mines, Falconbridge	United Steelworkers (AFL-CIO/CLC)	420	B
John Forsyth Co. Ltd., Kitchener, Toronto and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	455	B
Fortune Footwear (Div. of Susan Shoe Industries Ltd.), Hamilton	United Textile Workers (AFL-CIO/CLC)	300	B
Frontenac-Lennox and Addington Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	245	RL

Negotiations in Progress during July 1983 covering 200 or More Employees

Employer and Location	Union	No. of Emps.	Neg'n Stage
General Tire Canada Ltd., Tire Div., Barrie	Rubber Workers (AFL-CIO/CLC)	614	MED/WS
B.F. Goodrich Canada Inc. (Goodrich Drive Plant), Kitchener	Rubber Workers (AFL-CIO/CLC)	760	B
Gordon Markets (A Div. of Zehrmart Ltd.), southwestern Ontario	Food and Commercial Workers (AFL-CIO/CLC)	742	CO
Haley Industries Ltd., Haley	United Steelworkers (AFL-CIO/CLC)	320	B
Halton Board of Education	Employees' Assn. (Ind.) (office, clerical and technical empls.)	255	RL
ITT Aimco Div., Mississauga and Toronto	United Steelworkers (AFL-CIO/CLC)	345	MED
Kellogg Salada Canada Ltd., London	Grain Millers (AFL-CIO/CLC)	600	CO
Lakehead Terminal Elevators Assn. - Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	CO
Manark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	250	RL
Lee Canada Inc., North Bay	Clothing and Textile Workers (AFL-CIO/CLC)	250	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	675	RL
Loblaws Ltd. (Warehouse, Advertising and Produce Depts.) province-wide	Food and Commercial Workers (AFL-CIO/CLC)	550	B
MTD Products Ltd., Kitchener	Auto Workers (CLC)	265	CO
Massey-Ferguson Industries, Brantford and Toronto	Auto Workers (CLC)	4,000	CO

Negotiations in Progress during July 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Metropolitan Toronto Municipality (Homes for the Aged)	CUPE (CLC) (part-time empls.)	816	RL
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	402	RL
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	251	RL
Newlands Textiles Inc., Cambridge	Natl. Council of Canadian Labour (Ind.)	220	CO
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	855	RL
Noranda Mines Ltd. (Geco Div.) Manitouwadge	CNTU Directly Chartered (CNTU)	500	B
Norton Co., Electric Furnace Plant, Niagara Falls	Teamsters (Ind.)	200	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	280	RL
Port Arthur Shipbuilding Co., Thunder Bay	United Steelworkers (AFL-CIO/CLC)	302	MED
RCA Ltd. (Manufacturing Div.), Prescott	Electrical Workers (IUE) (CLC)	230	CO
Rockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	232	CO
St. Joseph Religious Hospitallers of Hotel Dieu of Kingston	OPSEU (NUPGE) (CLC)	301	RL
A.G. Simpson Co. Ltd., Toronto	Employees Assn. (Ind.)	650	B
Spar Aerospace Ltd., Toronto	Auto Workers (CLC)	375	CO
Sudbury Board of Education	CUPE (CLC)	421	RL
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	780	RL

Negotiations in Progress during July 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,050	RL
Toronto Dress and Sportswear Manufacturers Guild	Ladies Garment Workers (AFL-CIO/CLC)	1,400	CO
Toronto Star Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	B
Trailmobile Canada, Brantford	Auto Workers (CLC)	397	MED/WS
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	836	RL
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	RL
Xerox of Canada Ltd. (Manufac- turing and Distribution Centre), Mississauga	Clothing and Textile Workers (AFL- CIO/CLC)	301	CO
York City Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	240	RL
York County Hospital, Newmarket	Ont. Nurses' Assn. (Ind.) (full-time and part-time nurses)	367	ARB
York University, Toronto	Cdn. Educational Workers (Ind.) part- time graduate students)	1,000	RL
York University, Toronto	York University Staff Assn. (CCU)	950	RL

Negotiations in Progress during July 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
RL	- Restraint Legislation
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in August 1983

Employer and Location	Union	No. of Empls.
BDC Ltd., Toronto, Windsor, London, Hamilton and Ottawa	Teamsters (Ind.)	452
Babcock and Wilcox Canada Ltd., Cambridge	United Steelworkers (AFL-CIO/CLC)	600
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	523
Carleton University, Ottawa	CUPE (CLC) (teaching assistants)	650
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	579
DRG Packaging Ltd., Toronto	Graphic Communications (AFL-CIO /CLC)	400
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,453
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	462
E.B. Eddy Forest Products Ltd. (Wood Products Div.), Nairn	Cdn. Paperworkers (CLC)	210
Emco Ltd., London	United Steelworkers (AFL-CIO/CLC)	240
Frontenac-Lennox and Addington Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	245
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	638
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	483
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	500
Lanark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	250

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in August 1983 (Cont'd.)

Employer and Location	Union	No. of Empls.
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	240
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	849
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	675
Mack Canada Inc., Oakville	Machinists (AFL-CIO/CLC)	220
McMaster University, Hamilton	Cdn. Educational Workers (Ind.)	1,200
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	402
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	251
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	855
Northumberland-Newcastle Board of Education	Ontario Secondary School Teachers' Fed. (Ind.)	459
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	854
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	343
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	280
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	244
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	410
Stormont, Dundas and Glengarry Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in August 1983 (Cont'd.)

Employer and Location	Union	No. of Empls.
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,050
Timmins Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	224
Travelways School Transit Ltd. (Markham Div.)	Railway, Transport and General Workers (AFL-CIO/CLC)	200
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	836
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	578
Xerox of Canada Ltd. (Manufacturing and Distribution Centre), Mississauga	Clothing and Textile Workers (AFL-CIO/CLC)	301
York City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	600
York University, Toronto	Cdn. Educational Workers (Ind.) (part-time graduate students and teachers)	1,000
York University, Toronto	York University Staff Assn. (CCU)	950



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Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
AUGUST 1983



RESEARCH BRANCH  
ONTARIO MINISTRY OF LABOUR



## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1983 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in August 1983. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in September 1983.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour.



## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	437
August 1983 Settlements	
Food and Beverage .....	440
Knitting Mills .....	441
Clothing .....	442
Furniture and Fixture .....	442
Metal Fabricating .....	443
Transportation Equipment .....	445
Non-Metallic Mineral Products .....	445
Forestry .....	446
Transportation .....	448
Wholesale Trade .....	449
Education and Related Services .....	450
Health and Welfare Services .....	453
Amusement and Recreation Services .....	453
Construction .....	454
Addendum	
January 1983 Settlement .....	457
March 1983 Settlements .....	459
May 1983 Settlements .....	460
June 1983 Settlements .....	462
July 1983 Settlement .....	467
Inflation Restraint Board Revision	
July 1983 .....	467
Negotiations in Progress during August 1983	
Covering 200 or More Employees .....	469
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in September 1983 .....	474



## Highlights

Urban Transit Settlements. During the first half of 1983, the majority of collective agreements covering municipal transit employees in Ontario were renewed in line with the provisions of the provincial Inflation Restraint Act, 1982. The largest unit of the employees affected was comprised of 6,500 members of the Amalgamated Transit Union (ATU) at the Toronto Transit Commission and Gray Coach Lines covered by a two-year agreement that expired on June 30, 1983. In compliance with the law, the pact was extended for one year with a general wage increase of 5 per cent, while additional improvements in existing payments and benefits were referred to the Inflation Restraint Board for approval.

In a decision brought down in early September, the Board clarified that according to the rules of the Inflation Restraint Act, allowances and bonuses paid in respect of the responsibilities of a position were part of the compensation rate and were to be increased by 5 per cent. In the TTC/Gray Coach agreement the benefits included payments for instructors and acting inspectors, as well as report, substitution and parcel allowances. However, shift premiums and meal, safety shoe and shortage allowances were not considered to be part of the compensation rate. Therefore to comply with the Act, the cost of any changes in these payments had to be offset by a corresponding reduction in the allowable compensation rate increase.

A similar Board decision excluding from the compensation rate shift differentials, Sunday premiums and tool and corrective lens allowances was made at the same time with regard to a contract renewal for 293 ATU members at the Mississauga Transit Department. Accordingly, their one-year agreement, succeeding the previous one due for renewal on June 30, 1983, provided only a general wage increase of 5 per cent and a parallel improvement in the lead hand and training allowance.

Other major transit units which recently accepted one-year contracts subject to the restraint law included 350 ATU members at the Toronto Area Transit Authority (GO Transit) and 225 employees at the Kitchener Transit Division belonging to the Brotherhood of Railway, Transport and General Workers. The new agreements provided a general wage increase of 5 per cent over a 12-month period and were implemented in April and June respectively, to replace the previous contracts that expired March 31 and June 30, 1983.

Also in June, a dispute over how the provincial restraint program applied to the second year of existing agreements between two ATU locals and the Hamilton Street Railway Company and Canada Coach Lines was resolved by a ruling of the Inflation Restraint Board. The locals acted on behalf of three bargaining units covered by contracts signed just before the introduction of the wage controls. The original contracts, concluded in August 1982 following a three-month strike, did not provide any wage increases in the first year, but incorporated into existing wage rates \$1.96 in past COLA adjustments and maintained the escalator clause with some modifications. The COLA provision limited any forthcoming adjustments to \$1.00 per hour in the first year and 96 cents in the second. In addition to the COLA payments, the second year of the original contract included a wage increase of one to two per cent, depending on classification, and improvements in various allowances.

The 950 drivers, mechanics and support staff working for the two companies entered the control year on April 1, 1983 (the anniversary of the existing agreements). At that time, the management decided to grant the employees a general wage increase of 2 per cent and provide the remaining 3 per cent from cost-of-living allowances to be generated during the rest of the year. The decision was appealed before the Inflation Restraint Board by the union which maintained that during the control year the employees should receive the full 5 per cent increase as prescribed by the law. Subsequently, the Board determined that for the final year of the contract, ending March 31, 1984, the Hamilton transit employees were to receive the obligatory 5 per cent increase in compensation rates which, prior to the increase, were to be adjusted to include a 92 cents per hour COLA payment accrued during the pre-control year. Of the various benefits improvements originally scheduled to take effect in the second year, the Board approved only a 5 per cent increase in the temporary replacing allowance. As a result the COLA provision became inoperative for the remainder of the contract.

In a separate but related development, members of the ATU Local 279 and the Ottawa-Carleton Transit Authority (OC Transpo) approved a settlement replacing the previous contract that expired at the end of 1982. The new contract proved to be a special case falling outside restraint legislation. When the contract talks began last fall, the parties became locked in a dispute over the applicability of wage control laws. The talks were further complicated by an attempt of the Independent Canadian Transit Union to displace the ATU as a certified bargaining agent for the 1,600 bus drivers, dispatchers and mechanics. (The raiding union has since narrowly failed in a bid for the large unit of drivers and maintenance personnel although it took away from the ATU two smaller units comprising inspectors and Equipment Department staff.) Moreover the company, without consulting the union, imposed a new contract in line with Ontario's 5 per cent guidelines and a more expensive long-term disability plan. To protest the management's unilateral decision, the OC Transpo workers staged a 24-hour walkout in mid-January, and brought the case before the Divisional Court of Ontario. The court subsequently found that the transit Authority's status as an interprovincial carrier and its inclusion in the jurisdiction of the Canada Labour Code put the employees out of reach of provincial controls, despite the large provincial subsidy OC Transpo receives every year. This decision upheld the union's contention that the company's collective agreements were not subject to Ontario's restraint legislation. The agreements were also excluded from the ambit of Ottawa's six and five wage control program because they did not cover employees of a federal department or agency.

The new OC Transpo contract, finalized at the post conciliation bargaining stage in early June, covered a two-year period ending December 31, 1984. Its terms included semi-annual wage increases of 5 and 1 per cent in the first year, and a further 10.5 per cent in the second year, split in two installments of 5.1 and 5.4 per cent. As well, there were improvements in the safety shoe and tool allowances. The wage increases brought the hourly rate for OC Transpo operators to \$11.42 on July 1, 1983 and \$12.65 on September 1, 1984, but did not provide the sought-after parity with transit drivers in major urban centres, such as Hamilton and Toronto. The 5 per cent rises over one year implemented in the latter cities on April 1 and July 1, 1983, increased operators' wage rates to \$12.72 and \$12.65 per hour, respectively.

[With the exception of the TTC/Gray Coach accord, all of the settlements discussed above were reported in the preceding 1983 issues of this report - GO Transit in April on p. 206 and Hamilton, Kitchener, Mississauga and OC Transpo in June on pp. 329-331]

Index to Settlements Reported, August 1983

Employer and Location	Union	Page
Air Canada, system-wide	Air Line Pilots (Ind.)	448
The Arrow Co. (Div. of Cluett, Peabody Canada Inc.), Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	442
Central Park Lodges of Canada (Retirement Homes), Hamilton, London, Ottawa and Toronto	Service Employees Intl. (AFL-CIO/CLC)	467
Commodore Business Machines Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	442
Continental Can Canada Inc., subsidiary of CCL Industries, Toronto, Chatham and Trenton, Ont. and at centres in Que., Man., Alta. and B.C.	United Steelworkers (AFL-CIO/CLC) (hourly-rated and salaried empls.)	459
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teacher's Fed. (Ind.)	450
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	450
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	451
Essex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	460
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	461
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	463
ITT Aimco Div., Mississauga Operations, Mississauga and Toronto	United Steelworkers (AFL-CIO/CLC)	443
Kellogg Salada Canada Inc., London	Grain Millers (AFL-CIO/CLC)	440
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	464
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	451

Index to Settlements Reported, August 1983

Employer and Location	Union	Page
Metropolitan Toronto, the Cities of Scarborough, Etobicoke, York, North York and Toronto and the Borough of East York, Boards of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	464
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	466
Norton Co., Electric Furnace Plants, Niagara Falls	Teamsters (Ind.) (hourly-rated and piecework empls.)	445
Ontario Civil Engineering Contractors, province-wide	Labourers (AFL-CIO)	454
Ontario Jockey Club, Woodbine and Greenwood Race Tracks, Toronto, Mohawk Race Track, Campbellville and Fort Erie Race Track	Hotel Employees (AFL-CIO/CLC) (kitchen, cafeteria, restaurant and food stand empls.)	453
Ontario Mechanical Contractors Assn., province-wide	Plumbers (AFL-CIO/CFL)	457
Penman's Div. of Dominion Textile Inc., Cambridge, Kitchener and Paris	Clothing and Textile Workers (AFL-CIO/CLC)	441
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	461
Pic River Forest Products Inc., Marathon	Carpenters (AFL-CIO)	446
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CFL)	445
St. Joseph Religious Hospitallers of Hotel Dieu of Kingston	OPSEU (NUPGE) (CLC) (full-time and part-time empls.)	453
Samuel, Son and Co. Ltd., Mississauga	United Steelworkers (AFL-CIO/CLC)	449
A.G. Simpson Co. Ltd., Scarborough and Oshawa	Simpson Plant Council (Ind.)	444
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	462
Timmins Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	466

Index to Settlements Reported, August 1983

Employer and Location	Union	Page
Toronto Transit Commission and Gray Coach Lines	Transit Union (AFL-CIO/CLC) (drivers, operators, clerks and maintenance empls.)	462
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	460
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	452
York University, Toronto	York University Staff Assn. (CCU) (office, clerical, laboratory and technical empls.)	452
Inflation Restraint Board Revision		
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	467

FOOD AND BEVERAGE

Kellogg Salada Canada Inc. at London - Local 154, Grain Millers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 15, 1983 to April 15, 1985, covering 560 employees, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Apr. 15/83</u>	<u>Apr. 15/84</u>
	General Increases	7%	6.5%
	Additional Adjustments		Modified skilled-based pay system (Processing Dept.)
	Helper	\$11.64 (\$10.88)	\$12.40
	Trades A (includes Electrician)	\$13.90 (\$12.99)	\$14.80
	Trades AA (includes Millwright)	\$14.22 (\$13.29)	\$15.14

Previous rates reflect a 2.5% adjustment effective April 15, 1982, resulting from a Conditional Wage Reopener based on increases in the Consumer Price Index in 1981.

Shift Premium: Effective September 11, 1983, 0-27¢-37¢ (0-25¢-35¢). Effective April 15, 1984, 0-29¢-39¢.

Bereavement Leave: Effective August 28, 1983, 5 (3) days' paid leave in the event of death of spouse.

Coroners Jury Leave (new): Effective August 28, 1983, employer pays the difference between regular pay and fees received.

Health and Welfare:	<u>Life Insurance</u>	<u>Sept. 5/83</u>	<u>Apr. 15/84</u>
	From date of enrollment to end of the subsequent full calendar year	\$6,000 (\$5,000)	\$7,000
	During second full calendar year	\$7,000 (\$6,000)	\$8,000
	During third full calendar year	\$8,000 (\$7,000)	\$9,000
	Thereafter*	\$14,000-\$18,000 (\$13,000-\$17,000)	\$15,000-\$19,000

\*Varies by job rate level.

Weekly Indemnity - Effective September 5, 1983, benefits, based on job rate level, range from \$285.75-\$353.50 (\$267.00-\$330.25). Effective April 15, 1984, \$304.25-\$376.50.

Extended Health Care Plan - Effective September 15, 1983, Blue Cross out-of-province coverage is added.

Dental Plan - Orthodontic coverage is added. Employer pays 50% of premium costs with a maximum benefit of \$1,000 in the first year and \$2,000 in the second year. Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule in the first year and the 1983 ODA fee schedule in the second year.

Pension Plan: Future Service Benefit - Benefit increases \$1 per month per year of service after January 1980 for retirements after August 28, 1983. (Previously, \$16 per month per year of service for Groups 1, 2 and 3 and \$18 for Groups 4 and 5.)

Savings and Investment Plan: Employer contributes 70¢ (50¢) for every \$1 employee contributes to a maximum of 5% of gross earnings (unchanged).

Safety Shoe Allowance: Effective August 28, 1983, \$27 (\$25).

## KNITTING MILLS

Penman's Division of Dominion Textile Inc. at Cambridge, Kitchener and Paris\* - Locals 1967 and 1851, Clothing and Textile Workers (AFL-CIO/CLC):  
A 24-month renewal agreement effective from July 1, 1983 to June 30, 1985, covering 435\*\* employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

\* Previously, Paris had a separate agreement which expired June 30, 1983. The renewal agreement is amalgamated with the Cambridge and Kitchener agreement, which was scheduled to expire July 30, 1983. Operations at Paris will be phased out by the Spring of 1984.

\*\* Includes 35 employees currently on lay-off status.

Wages:	Effective	July 1/83	July 1/84
Increases:			
Hourly		36¢	32¢
Incentive		27¢	24¢
Sewing Repairs		\$5.49 (\$5.13)	\$5.81
Industrial Mechanic (Instrument Man)		\$8.73 (\$8.37)	\$9.05

Cost of Living Provision: Deleted. (Previously, 1¢ per 0.3 rise in the Consumer Price Index - 1971=100, above the June 1982 base. Triggered at 8.4%. Capped at 20¢.)

Hours of Work: 8 hours per shift. (Previously 8, 8 1/4, 10 or 12 hours.)

Paid Vacation: 3 weeks after 8 (9) years' service and 4 weeks after 16 (18) years.

Vacation Pay: 4 1/2% (new) after 3 years' service, 6 1/2% (6%) after 5 years, 7 1/2% (7%) after 10 years, 8 1/2% (8%) after 15 years and 10 1/2% (10%) after 25 years.

Health and Welfare: Life Insurance - \$4,000 (\$3,000) coverage.

Extended Health Benefit - Plan provides for prescription drugs with a 35¢ deductible per prescription. (Previously, 80%/20% co-insurance with a \$25 deductible.)

Safety Shoe Allowance: \$40 twice a year. (Previously, \$33 every 33 weeks.)

#### CLOTHING

The Arrow Company (Division of Cluett, Peabody Canada Inc.) at Hamilton\* and Kitchener - Locals 521 and 303A, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 3, 1983 to March 30, 1985, covering 661 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

\* Operations at Hamilton will be phased out by April, 1984.

Wages:	Effective	Sept. 12/83	Apr. 3/84
	Increases	20¢-43¢	20¢-35¢
	Category 1 (includes Swatcher)	\$4.68-\$5.08 (\$4.48-\$4.88)	\$4.88-\$5.28
	Category 9 (Senior Mechanic)	\$9.38-\$9.73 (\$8.95-\$9.30)	\$9.73-\$10.08

Probationary period is 3 calendar months. Maximum rates for Swatcher and Senior Mechanic are reached after 1 year.

Lump Sum Payment: In lieu of retroactivity, full-time employee receives a lump sum payment of \$150 and part-time employee receives \$100.

Health and Welfare: OHIP - Employer pays 100% of current premium costs (previously April 1981 rates) and 50% of any future increases (unchanged).

#### FURNITURE AND FIXTURE

Commodore Business Machines Limited at Toronto - Local 6269, United Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from April 22, 1983 to April 21, 1984, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Apr. 22/83
	Increase	35¢ to Starting Rates 30¢ to Job Rates
	General Factory	\$5.25-\$7.90 (\$4.90-\$7.60)

Apr. 22/83

Tool and Die Maker                      \$8.35-\$11.20  
     (\$8.00-\$10.90)

Probationary period is 90 calendar days. Maximum rates are reached after two 3-month increases.

Health and Welfare:                      Weekly Indemnity - Benefit increases to \$190 (\$160) per week.

Clothing Allowance:                      Employer will supply work clothes for maintenance employees.

Safety Shoe Allowance:                      Maximum of \$30 (\$25) for 1 pair per year. For painters, 2 pairs per year.

# METAL FABRICATING

ITT Aimco Division, Mississauga Operations at Mississauga and Toronto - Local 7574, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 27, 1983 to June 20, 1986, covering 350 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 27/83</u>	<u>June 25/84</u>
	General Increases	55¢	50¢
	Grade 1 (includes General Labour)	\$8.84 (\$8.29)	\$9.34
	Grade 10 (includes Maintenance Electrician)	\$12.80 (\$12.25)	\$13.30
	Grade 10A (Senior Tool and Die Maker-Specialist)	\$14.05 (\$13.50)	\$14.55
	Effective	<u>June 24/85</u>	<u>Feb. 3/86</u>
	General Increases	55¢	15¢
	Grade 1 (includes General Labour)	\$9.89	\$10.04
	Grade 10 (includes Maintenance Electrician)	\$13.85	\$14.00
	Grade 10A (Senior Tool and Die Maker-Specialist)	\$15.10	\$15.25

Shift Premium:                      Effective August 4, 1983, 0-35¢-40¢ (0-30¢-35¢).

Health and Welfare: Life Insurance and A.D. & D. - Effective July 1, 1983, \$14,000 (\$13,000) coverage. Effective July 1, 1984, \$15,000.

Dental Plan - Effective July 1, 1983, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

Pension Plan: Past Service Benefit - Benefit increases to \$6 (\$4) per month per year of credited service between January 1, 1972 and prior to January 1, 1981.

Safety Shoe Allowance: Effective June 27, 1984, \$55 (\$50) per contract year. Effective June 27, 1985, \$60.

Tool Allowance: Employer pays up to a maximum of \$75 (\$50) per year for tools broken on the job.

A. G. Simpson Company Limited at Scarborough and Oshawa - Simpson Plant Council (Ind.): A 36-month renewal agreement effective from July 28, 1983 to July 27, 1986, covering 650 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	July 28/83	July 28/84	July 28/85
COLA Fold-in		\$1.44		
General Increases		50¢	35¢	30¢
Production Worker Light "B"	\$9.52*-\$9.72 (\$7.58-\$7.78)		\$9.87*-\$10.07	\$10.17*-\$10.37
Class "A" Die Maker	\$13.32*-\$13.52 (\$11.38-\$11.58)		\$13.67*-\$13.87	\$13.97*-\$14.17

\* New employee receives 30¢ less for the first year of employment and thereafter, current rate of progression on wage schedule applies. In Oshawa only, 55¢ less for the first 45 working days; 30¢ less thereafter until completion of 1 year's service.

Probationary period is 45 working days. Maximum rates for Production Worker Light "B" and Class "A" Die Maker are reached after 45 days worked.

Cost of Living Allowance: 1¢ per 0.4 point increase in the Consumer Price Index - 1971=100. Adjusted and paid quarterly with first and last adjustments effective at the start of the closest pay period following October 28, 1983 and April 28, 1986. (Basic formula is unchanged.)

Shift Premium: 0-30¢-35¢ (0-23¢-31¢).

Bereavement Leave: Grandparents, stepmother and stepfather are added to the provision for 3 days' paid leave.

Health and Welfare: Life Insurance - Effective August 15, 1983, \$15,000 (\$13,000) coverage. Effective July 28, 1984, \$18,000.

A.D. & D. - Effective August 15, 1983, \$9,000 (\$8,000) coverage. Effective July 28, 1984, \$10,000.

Weekly Indemnity - Benefit is \$231 (\$155) per week, payable for 35 weeks. During the term of the agreement, benefit will increase to approach the maximum established by UIC rulings.

Vision Care - Maximum claim for eyeglasses is \$150 (\$100) every 2 years.

Prescription Safety Glasses: Maximum \$50 (\$35) per year for replacement of lenses damaged in the plant.

Safety Shoe Allowance (new): Maximum \$35 per year for employee with 1 year's service.

#### TRANSPORTATION EQUIPMENT

Procor Limited at Oakville - Local 75, Boilermakers (AFL-CIO/CFL): A 24-month renewal agreement effective from September 1, 1983 to August 31, 1985, covering 212\* employees, settled at the bargaining stage. Duration of negotiations - 1 week.

\* Includes 129 employees currently on lay-off status.

Wages:	Effective	<u>Sept. 1/84</u>
	General Increase	5%
	Experienced Helper	\$9.71 (\$9.25)
	Machinist "A"	\$12.79 (\$12.18)

Bereavement Leave: 1 day's paid leave when unable to attend funeral of parents and absence is within 2 days of death.

Health and Welfare: Life Insurance - Effective September 1, 1984, \$15,000 (\$12,000) coverage.

Long Term Disability (new) - Effective September 1, 1984, employer pays 100% of premium costs. Benefit is \$600 per month.

Continuation of Benefits (new) - Employee with 5 or more years service at the time of lay off will continue to receive Life Insurance, Dental and Major Medical (Drug Plan) coverage for up to 3 months duration.

Meal Allowance (new): \$5 in lieu of minimum of 4 hours' notice to work overtime.

#### NON-METALLIC MINERAL PRODUCTS

Norton Company, Electric Furnace Plants at Niagara Falls - Local 154, Teamsters (Ind.) (hourly-rated and piecework employees): A 24-month renewal agreement effective from May 21, 1983 to May 20, 1985, covering 200 employees\*, settled at the bargaining stage. Duration of negotiations - 5 months.

\* Includes 40 employees currently on lay-off status.

Wages:	Effective	May 21/83	May 21/84
	General Increases	60¢	60¢
	Job Grade 2 (includes General Labour)	\$9.77 (\$9.17)	\$10.37
	Job Grade 12 (includes Electrician A)	\$11.39 (\$10.79)	\$11.99
Health and Welfare:	<u>Life Insurance</u> - Effective September 1, 1983, \$16,000 (\$15,000) coverage. Effective June 1, 1984, \$17,000.		
	<u>Life Insurance for Retirees</u> - Effective for retirees on and after June 1, 1984, \$3,500 (\$2,500) coverage.		
	<u>Weekly Indemnity</u> - Effective September 1, 1983, for the first 5 weeks benefits are \$195-\$205 (\$180-\$190) depending on Wage Group, and for the next 21 weeks, \$150-\$160 (\$135-\$145). Effective June 1, 1984, \$210-\$220 and \$165-\$175, respectively.		
	<u>Long Term Disability</u> - Effective September 1, 1983, benefit is \$145 (\$130) per week up to a maximum of 78 weeks. Effective June 1, 1984, \$160 per week.		
	<u>Extended Health Care</u> - Effective June 1, 1984, maximum claim for eyeglasses is \$120 (\$100) per year.		
	<u>Dental Plan</u> - Effective June 1, 1984, employer contributes 100% (75%) of premium costs. Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - Effective January 1, 1984, minimum \$14 (\$11) per month per year of credited service.		
	<u>Supplementary Benefit</u> - \$7.50 (\$5.00) per month per year of credited service to age 65. Applies to Disability Pensions where employee has 30 years of continuous service or more at disability retirement date (new).		
	<u>Early Retirement</u> - Formula increases to a 60% (50%) benefit for past and future contributions.		
	Effective January 1, 1984, employee who is less than age 55, will cease contributions to the Contributory Plan and will contribute 3% of earnings in addition to employers' 2% contribution, over and above CPP contributions to a new Money Accumulation Plan. Benefit will be based upon the most favourable Life Annuity purchase available at time of retirement.		

## FORESTRY

Pic River Forest Products Inc., formerly American Can Canada Inc., Woodlands Division, at Marathon - Local 2693, Carpenters (AFL-CIO): A 24-month first agreement effective from September 1, 1982 to August 31, 1984, covering 265 employees, settled at the conciliation officer stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Increases:			
Hourly Rated		11%, except \$1.22 on base rate	10%, except \$1.14 on base rate
Pieceworker*		9%	8%
Skilled Trades Adjustment		20¢ prior to increase for Class "A" tradesman and up	
Silvicultural Piecework Rates		1¢ per tree	1¢ per tree
Labourer (hourly-rated)		\$12.18 (\$10.96)	\$13.32
Class "A" Trade		\$15.08 (\$13.39)	\$16.59
Shift Premium:	0-37¢-45¢ (0-32¢-35¢).		
Bereavement Leave:	5 (3) days' paid leave in the event of death of spouse or child.		
Health and Welfare:	<u>Medical, Surgical, Drugs and Hospital Care Plan</u> - Effective September 1, 1983, employer contributes \$33.80 (\$23.13) per month for single employee and \$70.32 (\$47.27) per month for married employee.  <u>Life Insurance</u> - Effective September 1, 1983, \$30,000 (\$25,000) coverage.  <u>Weekly Indemnity</u> - Effective September 1, 1983, maximum benefit increases to \$315 (\$275) per week, payable on a 1-3-52 (3-3-52) basis.  <u>Long Term Disability</u> - Effective September 1, 1983, maximum benefit is \$1,400 (\$1,300) per month.  <u>Dental Plan</u> - Effective September 1, 1983, coverage is based on the 1982 (1980) Ontario Dental Association fee schedule.		
Commuter Allowance:	\$7.52 (\$6.16) per day.		
Mileage Allowance:	Effective August 30, 1983, 19¢ (17¢) per kilometer.		
Protective Clothing Subsidy:	Employer will sell to employee, safety pants at \$7 (\$6) and safety boots at \$10 (\$8) below invoice price.		
Power Saw Rental:	Hourly rated employees receive \$9.50 (\$8.50) per day when felling or limbing and \$10.50 (\$9.50) per day when bucking at a landing on a skidding operation.		

TRANSPORTATION

Air Canada, system-wide - Air Line Pilots (Ind.): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement covering 777 Ontario employees, effective from August 31, 1982 to August 30, 1983\*, is extended from August 31, 1983 to August 30, 1984.

\* Details on the first year of this amended and extended agreement, were reported on page 222 of the April, 1983 Settlements Report.

Wages:

Effective Aug. 31/83

General Increase (PSCRA) 5%

Hourly Base Pay

Second Officer \$18.70  
(10th year) (\$17.81)

First Officer \$20.62  
and Captain (\$19.64)  
(12th year)

Hourly Flying Pay

	<u>Equipment</u>	<u>Day</u>	<u>Night</u>
Captain	DC-9	\$42.2752 (\$40.2621)	\$55.5162 (\$52.8726)
	B-747	\$48.3656 (\$46.0625)	\$63.5357 (\$60.5102)

Mileage Pay 5.2525¢ per mile  
(5.0024¢)

Gross Weight Pay 5.2525¢ per 1,000 pounds of the certified  
(5.0024¢) gross weight of the aircraft for  
each hour flown

Note: First and Second Officers with 2 or more years' service receive, for each hour flown, hourly base pay plus a percentage of Captain's hourly flying pay, mileage and gross weight pay as follows:

First Officer: From 47.2% to 61.2% (unchanged)  
Second Officer: From 36.2% to 43.2% (unchanged)  
Percentages vary with years of service

Section 6(5) of the PSCRA specifies that employees whose maximum salary range as of June 29, 1982 equals or exceeds \$49,500, are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

Allowances:	<u>Overseas Pay</u> - Per hour of flying	
	Captain	- \$5.9631 (\$5.6791)
	First Officer	- \$3.2524 (\$3.0975)
	Second Officer	- \$2.1685 (\$2.0652)
	<u>Nav-Aid Pay</u> - Per hour	
	Captain	- \$5.4210 (\$5.1629)
	First Officer	- \$2.7105 (\$2.5814)
	Second Officer	- \$1.6262 (\$1.5488)

## WHOLESALE TRADE

Samuel, Son and Co. Limited at Mississauga - Local 6398, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 6, 1983 to May 5, 1985, covering 270 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	May 9/83	Aug. 7/83	May 7/84
General Increases		25¢	10¢	50¢
Additional Adjustments	Job evaluation programme implemented			
Group 1 (Labour)		\$9.35 (\$9.10)	\$9.45	\$9.95
Maintenance Electrical		\$11.31-\$11.41 (\$11.06-\$11.16)	\$11.41-\$11.51	\$11.91-\$12.01

Previous rates reflect 43¢ COLA fold-in

Probationary period is 60 calendar days' continuous employment. Maximum rates for Maintenance Electrical are reached after 2 two-month increases.

Cost of Living Allowance: Effective May 7, 1984, 1¢ per 0.35 point change in the Consumer Price Index - 1971=100, using March 1983 as the base index month. Adjusted and paid quarterly with the first and last adjustments paid on the first Monday of August 1984 and February 1985 respectively. (Basic formula is unchanged.)

Shift Premium: Effective May 7, 1984, 0-25¢-30¢ (0-20¢-25¢).

Health and Welfare: Life Insurance and A.D. & D. - Effective August 7, 1983, \$15,000 (\$14,000) coverage.

Pension Plan: Basic Benefit - Effective August 7, 1983, \$11 (\$10) per month per year of service. Effective May 7, 1984, \$12.

Vesting - Effective August 7, 1983, full vesting after 10 years' service and age 35 (45).

Meal Allowance: Effective August 7, 1983, \$4.00 (\$3.50).

Safety Footwear Allowance: Effective August 7, 1983, \$4.50 (\$4.00) per month for #3 and #6 splitter crews and maintenance employees and \$4.00 (\$3.50) per month for others.

EDUCATION AND RELATED SERVICES

Durham Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement on wages effective from September 1, 1983 to August 31, 1984, covering 1,693 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Level 1 0-5 years	\$15,591-\$21,453 (\$14,849-\$20,431)
	Teacher-Level 4 0-11 years	\$20,295-\$33,637 (\$19,329-\$32,035)
	Teacher-Level 7 0-11 years	\$23,731-\$41,986 (\$22,601-\$39,987)
	<u>Principal</u> 0-3 years	
	"B" School	\$44,505-\$47,024 (\$42,386-\$44,785)
	"A" School	\$46,185-\$49,544 (\$43,986-\$47,185)
Responsibility Allowances:	Vice-Principal	
	"A" School 0-2 years	\$2,701-\$4,074 (\$2,572-\$3,880)
	"B" School	\$343 (\$327) per classroom to a maximum of \$1,717 (\$1,635)
	Consultant 0-2 years	\$2,701-\$4,074 (\$2,572-\$3,880)
	Special Education	\$420 (\$400)

Durham Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month agreement on wages effective from September 1, 1983 to August 31, 1984, covering 1,031 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category I 0-11 years	\$20,579-\$34,108 (\$19,599-\$32,484)
	Teacher-Category IV 0-11 years	\$24,063-\$42,575 (\$22,917-\$40,548)
	Vice-Principal 0-3 years	\$45,417-\$49,240 (\$43,254-\$46,895)

Sept. 1/83

Principal

Cartwright High School	\$47,744 (\$45,470)
Other Schools 0-3 years	\$51,743-\$56,560 (\$49,279-\$53,867)
Responsibility Allowances:	
Director	\$3,200 (\$3,048)
Major Head	\$2,922 (\$2,783)
Minor Head	\$1,865 (\$1,776)
Assistant Head	\$1,364 (\$1,299)
G.L. Roberts Collegiate and Vocational Institute	
Co-ordinator	\$3,200 (\$3,048)
Assistant Co-ordinator	\$2,337 (\$2,226)
Chairman	\$1,364 (\$1,299)
Consultant	\$3,506 (\$3,339)
Special Education	\$420 (\$400)

Durham Region Roman Catholic Separate School Board - Ontario English Catholic

Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 546 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages: Effective Sept. 1/83

Increase 5% with a minimum of \$1,000 per year

Teacher-Level 1 0-6 years \$16,510-\$22,972  
(\$15,510-\$21,878)

Teacher-Level A1 0-11 years \$19,865-\$33,354  
(\$18,865-\$31,766)

Teacher-Level A4 0-13 years \$23,851-\$41,801  
(\$22,715-\$39,810)

Home Tutor - \$21 (\$20) per hour.

Responsibility Allowances: Special Education, \$300-\$900 (\$286-\$858)  
Guidance and Oral  
French and English  
as a Second Language

Lincoln County Board of Education - Ontario Secondary School Teachers' Federation

(Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 675 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category 1 0-10 years	\$20,316-\$34,038 (\$19,349-\$32,417)
	Teacher-Category 4 0-11 years	\$24,439-\$42,953 (\$23,275-\$40,908)
Responsibility Allowances:	Increase by 5%.	

York Region Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 804 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 0-6 years	\$14,866-\$21,685 (\$14,158-\$20,652)
	Teacher-Category A1 0-11 years	\$20,090-\$34,129 (\$19,133-\$32,504)
	Teacher-Category A4 0-12 years	\$23,668-\$42,404 (\$22,541-\$40,385)
	<u>Principal</u> 0-8 years	
	"B" School	\$41,418-\$50,583 (\$39,446-\$48,174)
	"A" School	\$43,844-\$53,427 (\$41,756-\$50,883)
	Jr. High School 0-6 years	\$47,019-\$55,225 (\$44,780-\$52,595)
Responsibility Allowances:	Increase by 5%.	

York University at Toronto - York University Staff Association (CCU) (office, clerical, laboratory and technical employees): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 950 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	Increase	5% with a minimum of \$1,000 per year

Sept. 1/83

File Clerk (Grade 2)	\$14,184*-\$14,775 (\$13,224-\$13,775)
Craftsman 2	\$22,026*-\$22,944 (\$20,977-\$21,851)
Engineering Technician 4	\$30,131*-\$31,387 (\$28,697-\$29,892)

\* Start Rates - 96% of Job Rate (unchanged).

Probationary period is 3 calendar months. Job rates for File Clerk (Grade 2) are reached after 3 months and for Craftsman 2 and Engineering Technician 4 after 6 months.

#### HEALTH AND WELFARE SERVICES

St. Joseph Religious Hospitallers of the Hotel Dieu of Kingston - Local 465,  
Ontario Public Service Employees (NUPGE) (CLC) (full-time and  
part-time employees): Two 12-month agreements effective from  
October 31, 1982 to October 30, 1983, covering 350 employees,  
revised subject to the provisions of the Inflation Restraint Act,  
1982.

Wages:	Effective	<u>Oct. 31/82</u>
	Increase	5% with a minimum of \$750 per year
	Attendant I (includes Housekeeping)	\$7.67-\$8.01 (\$7.28-\$7.62)
	R.N.A.	\$8.82-\$9.11 (\$8.40-\$8.68)
	Electrician	\$10.24-\$10.67 (\$9.75-\$10.16)

Probationary period is 60 days or 450 hours of work. Maximum rates for full-time employees are reached after two 12-month increases and for regular part-time employees, after 1,500 hours worked, plus a further increase after an additional 3,000 hours worked.

#### AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club, Woodbine and Greenwood Race Tracks at Toronto, Mohawk Race Track  
at Campbellville and Fort Erie Race Track - Local 75, Hotel  
Employees (AFL-CIO/CLC) (kitchen, cafeteria, restaurant, and food  
stand employees): A 19-month renewal agreement effective from  
June 24, 1983 to January 23, 1985, covering 283 employees,  
settled with mediation assistance. Duration of negotiations  
- 2 1/2 months.

Wages:	Effective	July 27/83	June 24/84
	Increases	25¢ for Waitress and Bushelp - Dining Room: 35¢ or 40¢ for others	20¢ for Checker and Cashier: 10¢ or 15¢ for others
	Waitress - Dining Room	\$4.90 (\$4.65)	\$5.00
	I Cook	\$9.95 (\$9.55)	\$10.10
Lump Sum Payment:	In lieu of retroactivity, employee receives a lump sum payment based on the difference in hourly rates actually received and the new hourly rates effective July 27, 1983, for all hours worked during the period June 24, 1983 to July 26, 1983 plus \$50 per regular permanent full-time employee.		
Health and Welfare:	OHIP - Employer pays 100% of premium costs in effect as of July 21, 1983 (October 30, 1981).		

## CONSTRUCTION

Ontario Civil Engineering Contractors, province-wide - Ontario Provincial Council, Labourers (AFL-CIO): A 20-month first agreement effective from date of signing\* to February 28, 1985\*\* covering 500 employees, settled at the bargaining stage. Duration of negotiations - 72 months.

\* Wardet Limited signed the agreement July 3, 1983 and the others signed July 7, 1983.

\*\* Individual locals have appendices to the agreement with various expiry dates.

### A. HEAVY ENGINEERING SECTION

Heavy Construction Work  
Toronto, Local 183 - Expires April 30, 1984.

Wages:	Effective	May 1/83
	Labourer	\$14.84
	Welder (certified)	\$16.22
Working Foreman Premium:	Effective June 14, 1982, 75¢ per hour.	
Shift Premium:	Time and one-eighth for the second shift. Time and one-seventh for the third shift.	
Hours of Work:	8 1/2 hours per day or 42 1/2 hours per week.	
Overtime Pay:	Time and one-half for all hours worked beyond the regularly scheduled hours. Double-time for all hours worked on Saturday and for all hours worked on Sunday when heaters and pumps are being operated.	

Reporting Pay:	Minimum of 4 hours' pay if no work is available. 1 hours' pay if no work is available due to inclement weather.
Temporary Transfer:	Where employee works more than 50% of his shift in a higher rated job than his own, he will be paid the higher rate for the whole shift.
Welfare Fund:	Employer contributes 80¢ per hour worked.
Pension Fund:	Employer contributes 5¢ per hour worked.
Vacation Pay:	5% of gross earnings.
Statutory Holiday Pay:	5% of gross earnings.
Board Allowance:	Maximum of \$35 per day.
Travel Allowance:	\$8 per day for Zone 2. 25¢ per km. for Zone 3 in lieu of room and board.

B. SEWER AND WATERMAIN CONSTRUCTION

Toronto, Local 183 - Expires April 30, 1984.

Wages:	Effective	<u>Apr. 1/83</u>
	Labourer	\$13.63
	Miner	\$14.73
Working Foreman Premium:	65¢ per hour.	
Shift Premium:	50¢ per hour.	
Hours of Work:	10 hours per day and 48 hours per week.	
Overtime Pay:	Time and one-half after regularly scheduled hours and for all hours worked on Saturday, except watchmen. Double time for all hours worked on Sundays and Statutory Holidays, except watchmen. Watchmen receive time and one-half for all work performed on their seventh consecutive shift.	
Reporting Pay:	Same as above.	
Welfare Fund:	Employer contributes 80¢ per hour worked.	
Pension Fund:	Employer contributes 30¢ per hour worked. Effective October 1, 1983, 40¢.	
Training Fund:	Employer contributes 5¢ per hour worked.	
Holiday Pay and Vacation Pay:	10% of gross earnings.	
Board Allowance:	\$30 per day or a maximum of \$150 per week.	

Travel Allowance: 24¢ per km. in lieu of room and board for travelling time beyond the 50 km. radius and the Town of Newmarket up to a radius of 100 km. and \$8 per day when within the 50 km. radius, when employer transportation to the job is not supplied.

C. ROAD BUILDING

Thunder Bay, Local 607 - Expires February 28, 1983.

Wages:	Effective	<u>Mar. 1/82</u>
	Labourer	\$8.80
	Skilled Labourer	\$9.05
Hours of Work:	55 hours per week.	
Overtime Pay:	Time and one-half for all hours worked in excess of the regularly scheduled hours and double time for all hours worked on Sundays and paid holidays.	
Reporting Pay:	Minimum of 1 hours' pay if no work is available due to inclement weather.	
Holiday Pay:	4% of gross earnings.	
Vacation Pay:	4% of gross earnings.	
Welfare Fund:	Employer contributes 35¢ per hour worked.	
Board Allowance:	Maximum of \$25 per day.	
Travel Allowance:	Travel time for up to 8 hours per day, and train fare or its equivalent where applicable.	

D. ROAD BUILDING, SEWER AND WATERMAIN, HEAVY CONSTRUCTION, COMMON EXCAVATING, BUILDING SITE PREPARATION, ETC.

Wellington, Waterloo and Brant Counties, Local 1081 - Expires December 31, 1983.

Wages:	Effective	<u>Jan. 1/83</u>	<u>Aug. 1/83</u>
	Labourer on structures	\$10.78	\$11.11
	Form Builders on structures	\$11.93	\$12.26
Lead Hand Premium:	20¢ per hour.		
Working Foreman Premium:	50¢ per hour.		
Hours of Work:	10 hours per day and 50 hours per week, excluding lunch periods and travel time.		
Overtime Pay:	Double time for all hours worked on Sunday.		

Reporting Pay: 2 hours' pay if no work is available, providing employee remains on the job for 2 hours. If requested to remain at the job beyond 2 hours, employee receives 4 hours' pay, providing he remains on the job for 4 hours. Employee receives 4 hours' pay if the job on his regular work shift is shut down by the employer before 4 hours have been worked, provided he remains at the job if requested to do so.

Holiday Pay: 3% of gross wages.

Vacation Pay: 7% of gross wages.

Welfare Fund: Employer contributes 45¢ per hour worked.

Pension Fund: Employer contributes 30¢ per hour worked.

Training Fund: Employer contributes 5¢ per hour worked.

Travel Allowance: Effective January 1, 1983, \$5 for eligible employees.

MASTER PORTION

The following provision is common to all locals;

Paid Holidays: New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized for a total of 9 days.

ADDENDUM

January 1983 Settlement

CONSTRUCTION

Ontario Mechanical Contractors Association, province-wide - Ontario Pipe Trades Council, Plumbers (AFL-CIO/CFL): A 20-month renewal agreement effective from August 20, 1982 to April 30, 1984, covering 11,000 employees, settled by arbitration in January, 1983.\* Duration of negotiations - 10 months. Previous agreement expired April 30, 1982.

\* Wages only were settled by arbitration in January 1983. All other items were settled with mediation assistance during a work stoppage in August, 1982.

All provisions applicable to the first year of the contract are effective on July 16, 1982, unless otherwise stated.

Effective	<u>July 16/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
Package Increases	\$2.50	50¢	\$1.00

Local 508,  
Sault Ste. Marie

Wages:	Increases	\$1.92	46¢	61¢
	Journeyman	\$15.39 (13.47)	\$15.85	\$16.46

Foreman Premium:	Minimum of 92¢ (81¢) per hour above Journeyman rate for Foreman and \$1.85 (\$1.62) for General Foreman. Effective November 1, 1982, 95¢ and \$1.90, respectively. Effective May 1, 1983, 99¢ and \$1.98, respectively.
Welfare Fund:	Employer contributes 78¢ (68¢) per hour earned. Effective May 1, 1983, 83¢.
Pension Fund:	Employer contributes 90¢ (65¢) per hour worked. Effective May 1, 1983, \$1.15.
Training Fund:	Employer contributes 10¢ (2¢) per hour worked. Effective May 1, 1983, 12¢.
Board Allowance:	\$36.50 (\$29) per day worked. Effective May 1, 1983, \$44.
Meal Allowance:	\$5.50 (\$4). Effective May 1, 1983, \$6.50.
Mileage Allowance:	35¢ (30¢) per mile to job or shop location and return to free zone area, up to a maximum of 40 miles each way per day worked. Effective May 1, 1983, 40¢.

Local 46, Toronto

Effective	<u>July 16/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
Increases	\$2.06	45¢	78¢
Journeyman	\$17.32 (\$15.26)	\$17.77	\$18.55

Foreman Premium:	Minimum \$1.73 (\$1.52) per hour above Journeyman rate. Effective November 1, 1982, \$1.78. Effective May 1, 1983, \$1.85.
Welfare Fund:	Employer contributes 45¢ (37¢) per hour earned.
Pension Fund:	Employer contributes \$1.35 (\$1.20) per hour earned. Effective May 1, 1983, \$1.50.
Board Allowance:	\$24 (\$19) per day worked. Effective May 1, 1983, \$29.
Travel Allowance:	35¢ (29¢) per mile to a maximum of \$24 (\$19) per day for work outside the established 10 mile zone, or in addition to hourly rate where employee is required to provide transportation between jobs during a normal working day for travel purposes only. Effective May 1, 1983, 40¢ per mile to a maximum of \$29 per day or in addition to hourly rate.

Local 67, Hamilton

Effective	<u>July 16/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
Increases	\$2.27	20¢	85¢
Journeyman	\$17.52 (\$15.25)	\$17.72	\$18.57

Welfare Fund:	Employer contributes 79¢ (69¢) per hour earned. Effective November 1, 1982, 95¢.
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Supplementary Unemployment Benefit: Effective November 1, 1982, employer contributes 15¢ (10¢) per hour earned. Effective May 1, 1983, 20¢.

Association Industry Fund: Employer contributes 13¢ (10¢) per hour earned.

Field Dues Fund: Effective November 1, 1982, employer contributes 18¢ (10¢) per hour earned. Effective May 1, 1983, 19¢.

Board Allowance: \$175 (\$140) per week in the event an employee travels beyond 75 miles radius of Hamilton Automobile Club. Effective May 1, 1983, \$210 per week.

\$25 (\$20) per day worked for Journeyman sent out of Hamilton to work outside the 75 mile radius from whence he does not return daily. Effective May 1, 1983, \$30.

Travel Allowance: 35¢ (29¢) per mile to a maximum of \$19.53 (\$18.13) per day worked. Effective May 1, 1983, 40¢ per mile.

March 1983 Settlement

METAL FABRICATING

Continental Can Canada Inc., subsidiary of CCL Industries, formerly, Continental Can Company of Canada, a division of Continental Group of Canada Ltd. at Toronto, Chatham and Trenton, Ontario and at centres in Quebec, Manitoba, Alberta and British Columbia - Various locals, United Steelworkers (AFL-CIO/CLC) (hourly-rated and salaried employees): A 24-month extended agreement effective from February 20, 1984 to February 19, 1986\*, covering 975 Ontario employees, settled at the bargaining stage and ratified in March, 1983. Duration of negotiations - 3 months.

\* The current agreement, effective from February 16, 1981, was previously scheduled to expire on February 19, 1984.

Wages: Hourly-Rated Employees

Job Class 1 and 2 \$11.630  
(includes Janitor)

Job Class 23 \$14.591  
(includes Electrician)

Rates reflect COLA fold-ins totalling 91¢ in 1981 and 45¢ in 1982. No other wage adjustments were negotiated.

The originally negotiated general increase of 15¢ per hour on February 15, 1983 was maintained but was reduced by 2¢ due to a decrease in the CPI-W below base index.

Cost of Living Allowance: 3¢ COLA generated as of May 15, 1983, continues to float.

1¢ per full 0.3 point change in the U.S. Consumer Price Index (Revised CPI-W) - 1967=100, using December, 1980, as the base.

Quarterly adjustments with the last adjustment to be February 15, 1986. Folded-in annually (quarterly) beginning February 15, 1984. Salaried employees receive commensurate adjustments. (Basic formula is unchanged.)

## EDUCATION AND RELATED SERVICES

Waterloo County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco - Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 836 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in March, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 0-6 years	\$15,997-\$21,591 (\$15,235-\$20,563)
	Teacher-Category A1 0-12 years	\$19,595-\$33,712 (\$18,662-\$32,107)
	Teacher-Category A4 0-12 years	\$23,947-\$42,643 (\$22,807-\$40,613)
Responsibility Allowances:	Increase by 5%.	

## May 1983 Settlements

## EDUCATION AND RELATED SERVICES

Essex County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 470 employees, revised subject to the provisions of the Inflation Restraint Act, 1982, in May 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 0-4 years	\$15,188-\$21,739 (\$14,465-\$20,704)
	Teacher-Category A1 0-10 years	\$20,160-\$34,421 (\$19,200-\$32,782)
	Teacher-Category A4 0-10 years	\$23,802-\$41,977 (\$22,669-\$39,978)

Sept. 1/83

Principal

Under 18 teachers \$43,229-\$47,681  
0-4 years (\$41,170-\$45,410)

18 or more teachers \$43,229-\$49,786  
0-6 years (\$41,170-\$47,415)

Responsibility Allowances:	Vice-Principal	\$1,447-\$2,894 (\$1,378-\$2,756)
	0-2 years	
	Media Coordinator	\$3,675 (\$3,500)
	Coordinator	\$2,783 (\$2,650)
	Satellite Leader	\$501 (\$477)

Essex County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 550 employees, revised subject to the provisions of the Inflation Restraint Act, 1982, in May 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category I	\$20,160-\$34,421
	0-10 years	(\$19,200-\$32,782)
	Teacher-Category IV	\$23,802-\$41,977
	0-10 years	(\$22,669-\$39,978)
	Vice-Principal	\$46,279-\$49,586
	0-3 years	(\$44,075-\$47,225)
	Principal	\$51,833-\$56,149
	0-3 years	(\$49,365-\$53,475)
Responsibility Allowances:	Director	\$2,894 (\$2,756)
	Major Department Head	\$2,671 (\$2,544)
	Minor Department Head	\$1,503 (\$1,431)
	Assistant Department Head	\$1,169 (\$1,113)

Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 303 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Level 1	\$15,876-\$20,815
	0-6 years	(\$15,120-\$19,824)
	Teacher-Level 4	\$19,874-\$33,751
	0-12 years	(\$18,928-\$32,144)

Sept. 1/83

Teacher-Level 7	\$23,167-\$42,336
0-12 years	(\$22,064-\$40,320)

Responsibility      Increase by 5%.  
Allowances:

Sudbury District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 1,050 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in May, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D	\$15,960-\$24,150
	0-8 years	(\$15,200-\$23,000)
	Teacher-Category A-1	\$19,645-\$33,563
	0-11 years	(\$18,710-\$31,965)
	Teacher-Category A-4	\$23,703-\$42,126
	0-11 years	(\$22,575-\$40,120)

Responsibility      Increase by 5%.  
Allowances:

#### June 1983 Settlements

#### TRANSPORTATION

Toronto Transit Commission and Gray Coach Lines - Local 113, Transit Union (AFL-CIO/CLC) (drivers, operators, clerks and maintenance employees): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 6,500 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in June, 1983.

Wages:	Effective	<u>July 1/83</u>
	General Increase	5%
	Wage Group 2	\$9.41-\$11.05
	(includes Surface Labourer)	(\$8.96-\$10.52)
	Operator and Driver	\$10.50-\$12.65
		(\$10.00-\$12.05)
	Wage Group 10	\$12.56-\$14.76
	(includes Master Plumber)	(\$11.96-\$14.06)

Probationary period is 10 months' continuous service. Maximum rates shown are reached after 1 year.

Cost of Living Provision:	Inoperative. (Previously, 1% of basic hourly wage rate for all hours worked per full 1% increase in the Consumer Price Index - 1971=100, using June, 1981 as the base index month. Triggered at 23.5%. Paid monthly and folded into wages on June 30, 1983. Formula did not trigger.)  On September 20, 1983, the Inflation Restraint Board allowed the following:
Instructor's Pay:	Increase by 5%. (Previously, 50¢ per hour over and above total earnings for the day, when in charge of trainees.)
Acting Inspector's Pay:	Increase by 5%. (Previously, 30¢ per hour minimum allowance in addition to 8 1/4 hours' pay per day at basic rate.)
Parcel Allowance (Gray Coach Lines):	Increase by 5%. (Previously, 16¢ per parcel.)
Report Allowance:	Increase by 5%. (Previously, \$2 for each accident or incident report required to be made out by employee while off duty; \$3 if report contains the names and addresses of 2 or more witnesses.)
Substitution Allowance:	Increase by 5%. (Previously, 30¢ per hour when hourly rated employee substitutes for supervisor. Paid after 1 day of substitution during a 2-week period, retroactive to the first day.)

#### EDUCATION AND RELATED SERVICES

<u>Halton Board of Education - Ontario Secondary School Teachers' Federation (Ind.):</u>		
A 12-month agreement on wages effective from September 1, 1983 to August 31, 1984, covering 1,200 employees, revised subject to the provisions of the Inflation Restraint Act, 1982, in June 1983.		
Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category I 0-9 years	\$19,832-\$33,683 (\$18,888-\$32,079)
	Teacher-Category IV 0-12 years	\$24,351-\$42,799 (\$23,191-\$40,761)
	Assistant Coordinator 0-3 years	\$43,745-\$47,528 (\$41,662-\$45,265)
	Vice Principal 0-3 years	\$46,726-\$49,537 (\$44,501-\$47,178)
	Coordinator 0-3 years	\$47,828-\$51,579 (\$45,550-\$49,123)
	Principal 0-4 years	\$50,648-\$57,119 (\$48,236-\$54,399)

Sept. 1/83

Responsibility	Associate Head	\$2,976	(\$2,834)
Allowances:	Consultant and Special Services Liaison	\$3,434	(\$3,270)
	Leadership	\$3,675	(\$3,500)
	Head and Director	\$3,891	(\$3,706)

Lakehead Board of Education - Ontario Secondary School Teachers' Federation (Ind.):

A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 554 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in June, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category I 0-10 years	\$21,546-\$34,482 (\$20,520-\$32,840)
	Teacher-Category IV 0-11 years	\$26,336-\$44,100 (\$25,082-\$42,000)
	Vice Principal 0-3 years	\$49,123-\$51,546 (\$46,784-\$49,091)
	Principal 0-3 years	\$51,664-\$57,955 (\$49,204-\$55,195)

Previous rates reflect 0.4% COLA fold-in for a total increase on the 1981 wage grid of 11.9% for Teacher and Vice-Principal and 10.1% for Principal.

Cost of Living Provision: Inoperative. (Previously, 1% per 1% increase in the Thunder Bay Consumer Price Index - 1971=100, accurate to the nearest tenth of a percent, using May in each year as the base index month. Triggered at 11.5% in the first year and 13% in the second year. Capped at 13% in the first year and 15% in the second year. Adjusted and payable monthly with amounts generated to be folded into wages to a maximum of 1.5% for 1981-82 and 1% for 1982-83. Formula for the 1982-83 year did not trigger.)

Responsibility	Major Head	\$2,205 (\$2,100)
Allowances:	Minor Head and	\$1,433 (\$1,365)
	Acting Major Head	
	Acting Minor Head	\$882 (\$840)
	Asst. Head	\$1,102 (\$1,050)
	Senior Teacher	\$634 (\$604)
	Librarian	\$717 (\$683)
	Acting Librarian	\$220 (\$210)

Metropolitan Toronto\*, the Cities of Scarborough, Etobicoke, York, North York and Toronto and the Borough of East York, Boards of Education - Federation of Women Teachers' Associations of Ontario, and Ontario Public School Teachers' Federation (Ind.\*\*: Seven 12-month agreements effective from September 1, 1983 to August 31, 1984, covering 9,448 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

East York made the decision to implement increases in April 1983, Scarborough in May 1983 and all other Boards in June 1983.

\* Metropolitan Toronto Board of Education has an agreement with 194 employees to teach in the Schools for the Retarded. In addition, as the funding agent for all area school agreements, the Metropolitan Toronto Board of Education is signatory to the agreements listed above.

\*\* In addition, Association des Enseignants Franco-Ontariens (Ind.) is a party to the agreement with the City of North York.

Wages:

Effective	<u>Sept. 1/83</u>
Increase	5% with a minimum of \$750 per year***
Teacher-Category D 0-7 years	\$14,032-\$23,696 (\$13,282-\$22,568)
Teacher-Category A1 0-10 years	\$19,598-\$33,734 (\$18,665-\$32,128)
Teacher-Category A4 0-10 years	\$23,557-\$42,026 (\$22,435-\$40,025)
Co-ordinator (10-month term) 0-3 years	\$45,437-\$49,533 (\$43,273-\$47,174)
<u>Vice-Principal</u>	
Elementary School 0-3 years	\$41,301-\$45,134 (\$39,334-\$42,985)
Junior High School - East York and North York 0-3 years	\$43,388-\$47,487 (\$41,322-\$45,226)
<u>Principal</u>	
Elementary School 0-4 years	\$47,608-\$52,763 (\$45,341-\$50,250)
Junior High School - East York and North York 0-3 years	\$50,174-\$54,269 (\$47,785-\$51,685)

Lump Sum  
Payment:\*\*\*

Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment.

Responsibility  
Allowances:

Increase by 5%.

Northumberland and Newcastle Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 623 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in June, 1983.

Wages:	Effective	Sept. 1/83
	General Increase	5%
	Teacher-Category D 0-6 years	\$16,842-\$21,192 (\$16,040-\$20,183)
	Teacher-Category A1 0-11 years	\$21,168-\$33,615 (\$20,160-\$32,014)
	Teacher-Category A4 0-11 years	\$24,386-\$42,336 (\$23,225-\$40,320)
	<u>Principal</u> 0-2 years	
	Schools with 8.9 or less teachers	\$45,045-\$46,725 (\$42,900-\$44,500)
	Schools with 9.0 or more teachers	\$46,725-\$48,825 (\$44,500-\$46,500)
Responsibility Allowances:	Increase by 5%.	

Timmins Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 225 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in June, 1983.

Wages:	Effective	Sept. 1/83
	General Increase	5%
	Teacher-Category 1 0-10 years	\$20,378-\$33,398 (\$19,408-\$31,808)
	Teacher-Category 4 0-12 years	\$24,257-\$42,023 (\$23,102-\$40,022)
	Vice-Principal 0-4 years	\$47,432-\$51,428 (\$45,173-\$48,979)
	Principal 0-4 years	\$52,848-\$57,393 (\$50,331-\$54,660)
Responsibility Allowances:	Increase by 5%.	

# July 1983 Settlement

## HEALTH AND WELFARE SERVICES

Central Park Lodges of Canada (Retirement Homes) at Hamilton, London, Ottawa and Toronto - Various locals, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): Four 12-month renewal agreements effective from June 1, 1983 to May 31, 1984, and one 24-month first agreement effective from September 10, 1982 to September 9, 1984, covering part-time employees at Toronto. The agreements covering 385 employees, settled at the bargaining stage and ratified in July, 1983. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/83</u>	<u>Dec. 1/83</u>
	General Increases	35¢	10¢
	Domestic	\$7.65-\$8.15 (\$7.30-\$7.80)	\$7.75-\$8.25
	Assistant Cook	\$8.25-\$8.75 (\$7.90-\$8.40)	\$8.35-\$8.85
	Cook 1 (Full-time)	\$8.80-\$9.30 (\$8.45-\$8.95)	\$8.90-\$9.40

Probation Rates - 20¢ less than start rates.

Probationary period is 50 days worked. Maximum rates are reached after 2 annual increases.

Vacation Pay: Employee who works more than 22 1/2 hours per week is added to the provision for 10% of gross earnings after 31,500 hours of service (new).

## Inflation Restraint Board Revision

## EDUCATION AND RELATED SERVICES

Grey County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 330 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in July, 1983.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	COLA Fold-in	0.06%	
	Increases	7%*	5%*
	Teacher-Group I 0-10 years	\$18,341-\$32,095 (\$17,131-\$29,978)	\$19,258-\$33,700
	Teacher-Group IV 0-12 years	\$21,397-\$39,736 (\$19,986-\$37,115)	\$22,467-\$41,723

	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Principal 0-3 years	\$49,948-\$52,948 (\$46,455-\$49,455)	\$52,595-\$55,590
Vice-Principal 0-3 years	\$43,871-\$46,571 (\$40,799-\$43,499)	\$46,200-\$48,900

\* For Principal and Vice-Principal increases apply to maximum salaries only. Minimum salaries are established by subtracting 3 annual increments of \$1,000 for Principal and of \$900 for Vice-Principal.

Cost of Living  
Provision:

Inoperative. (Previously, 1% per 1% increase in the Consumer Price Index - 1971=100, above the August, 1981 base. Calculated monthly on 1/12 of annual salary. Triggered at 10%. Capped at 13%.)

Responsibility  
Allowances:

Increase by 4% in the 1982-83 school year and 5% in the 1983-84 year.

NOTE: The settlement reported on page 137 of the March, 1983 Settlement Report was appealed. On July 27, 1983, the Inflation Restraint Board allowed the settlement reported above.

Negotiations in Progress during August 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
American Motors (Canada) Ltd., Brampton	Auto Workers (CLC)	900	B
Avon Sportswear, Toronto	United Garment Workers (AFL-CIO/CLC)	220	B
BCL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	275	B
BDC Ltd., Toronto, Windsor, London, Hamilton and Ottawa	Teamsters (Ind.)	452	CO
Babcock and Wilcox Canada Ltd., Cambridge	United Steelworkers (AFL-CIO/CLC)	600	CO
Bendix Heavy Vehicle Systems Ltd., London	Auto Workers (CLC)	301	CO
Boots Drug Stores (Canada) Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time service and retail clerks)	750	B
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	523	RL
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	RL
C & C Yachts Manufacturing Ltd., Niagara-on-the-Lake	Carpenters (AFL-CIO)	219	B
Canada Packers Ltd. (Beardmore Div.), Halton Hills	Food and Commercial Workers (AFL-CIO/CLC)	325	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO) (production, maintenance and shipping empls. and stationery engineers)	210	MED/WS
Canada Wire and Cable Ltd. (Leaside Plant), Toronto	Electrical Workers (UE) (CLC)	456	B
Canadian Standards Assn., Toronto	CUPE (CLC)	350	B
Canron Inc. (Eastern Structural Div.), Toronto	Employees' Assn. (Ind.)	206	PCB
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	579	B

\*See page 473 for definition of codes

Negotiations in Progress during August 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg. Stage
Chatham Public General Hospital Society	Service Employees Intl. (AFL-CIO/CLC)	210	RI
Christie Brown and Co. Ltd., (Biscuit Production), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	528	CO
Coca Cola Ltd., Intercity	Cdn. Brewery Workers (CLC) (production and office empls.)	800	CO
Colgate Palmolive Canada, Toronto	Teamsters (Ind.)	265	CO
Collingwood Shipyards, a div. of Canadian Shipbuilding and Engineering Ltd., Collingwood	United Steelworkers (AFL-CIO/CLC)	800	MED/
Courtaulds (Canada) Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	475	CO
DRG Packaging Ltd., Toronto	Graphic Communications (AFL-CIO/CLC)	400	CO
Eastern Ontario Children's Hospital	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	467	CO
E.B. Eddy Forest Products Ltd. (Wood Products Div.), Nairn	Cdn. Paperworkers (CLC)	210	CO
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CFL)	664	B
Emco Ltd., London	United Steelworkers (AFL-CIO/CLC)	240	B
Esselte Pendaflex Canada Inc., Toronto	Graphic Communications (AFL-CIO/CLC)	225	B
Falconbridge Nickel Mines, Falconbridge	United Steelworkers (AFL-CIO/CLC)	420	B
Fleet Industries (Div. of Ronyx Corp. Ltd.), Fort Erie	Machinists (AFL-CIO/CLC)	643	CO
John Forsyth Co. Ltd., Kitchener, Toronto and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	455	B
Fortune Footwear (Div. of Susan Shoe Industries Ltd.), Hamilton	United Textile Workers (AFL-CIO/CLC)	300	B
General Tire Canada Ltd., Tire Div., Barrie	Rubber Workers (AFL-CIO/CLC)	614	MED/

Negotiations in Progress during August 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
B.F. Goodrich Canada Inc. (Goodrich Drive Plant), Kitchener	Rubber Workers (AFL-CIO/CLC)	700	B
Gordon Markets (A Div. of Zehrmart Ltd.), southwestern Ontario	Food and Commercial Workers (AFL-CIO/CLC)	742	MED
Haley Industries Ltd., Haley	United Steelworkers (AFL-CIO/CLC)	320	B
Hammond Manufacturing Co. Ltd., Guelph and Puslinch	Employees' Assn. (Ind.)	530	B
Keeprite Inc., Brantford	Employees' Assn. (Ind.)	375	B
Lakehead Terminal Elevators Assn. - Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	WS
Lanark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	250	RL
Loblaws Ltd. (Warehouse, Advertising and Produce Depts.), province-wide	Food and Commercial Workers (AFL-CIO/CLC)	550	PCB
MTD Products Ltd., Kitchener	Auto Workers (CLC)	248	B
Massey-Ferguson Ltd., Brantford and Toronto	Auto Workers (CLC)	4,000	CO
Metropolitan Toronto Municipality (Homes for the Aged)	CUPE (CLC) (part-time empls.)	816	RL
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	402	RL
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	251	RL
Newlands Textiles Inc., Cambridge	Natl. Council of Canadian Labour (Ind.)	220	CO

\*\* Federal jurisdiction

Negotiations in Progress during August 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg. Sta.
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont. Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	855	F
Noranda Mines Ltd. (Geco Div.) Manitouwadge	CNTU Directly Chartered (CNTU)	478	C
Ontario Heavy Construction Assn.	Carpenters (AFL-CIO)	500	E
Outboard Marine Corp. of Canada Ltd., Peterborough	United Steelworkers (AFL-CIO/CLC)	450	E
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	280	F
Port Arthur Shipbuilding Co., Thunder Bay	United Steelworkers (AFL-CIO/CLC)	300	M
RCA Ltd. (Manufacturing Div.), Prescott	Electrical Workers (IUE) (CLC)	230	C
Rockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	232	M
Spar Aerospace Ltd., Toronto	Auto Workers (CLC)	375	C
Standard Products (Canada) Ltd. (Plants 1 and 2), Stratford	Natl. Council of Canadian Labour (Ind.)	271	E
Toronto Dress and Sportswear Manufacturers Guild	Ladies Garment Workers (AFL-CIO/CLC)	1,400	M
Toronto Star Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	E
Trailmobile Canada, Brantford	Auto Workers (CLC)	397	MED
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	650	F
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	F
F.W. Woolworth Co. Ltd., Toronto	Retail, Wholesale Employees (AFL- CIO/CLC) (warehouse empls.)	200	C
Xerox of Canada Ltd. (Manufac- turing and Distribution Centre), Mississauga	Clothing and Textile Workers (AFL- CIO/CLC)	301	C

Negotiations in Progress during August 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
York City Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	240	RL
York County Hospital, Newmarket	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	367	ARB
<u>More Than One Province</u>			
Kimberly-Clark of Canada Ltd., Rexdale, Ont. and St. Hyacinthe, Que.	Cdn. Paperworkers (CLC)	400	B

Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
RL	- Restraint Legislation
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in September 1983

Employer and Location	Union	No. of Empls.
Ajax and Pickering General Hospital	CUPE (CLC)	207
American Motors (Canada) Ltd., Brampton	Auto Workers (CLC)	900
Avon Sportswear, Toronto	United Garment Workers (AFL-CIO/CLC)	220
Bendix Heavy Vehicle Systems, London	Auto Workers (CLC)	301
Joseph Brant Memorial Hospital, Burlington	CUPE (CLC)	341
Canada Wire and Cable Ltd. (Leaside Plant), Toronto	Electrical Workers (UE) (CLC)	456
Chedoke-McMaster Hospital, Hamilton	CUPE (CLC)	318
Dufferin-Peel Roman Catholic Separate School Board	CUPE (CLC)	450
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CFL)	664
Esselte Pendaflex Canada Inc., Toronto	Graphic Communications (AFL-CIO/CLC)	225
Fleet Industries (Div. of Ronyx Corp. Ltd.), Fort Erie	Machinists (AFL-CIO/CLC)	643
Fortune Footwear (Div. of Susan Shoe Industries Ltd.), Hamilton	United Textile Workers (AFL-CIO/CLC)	300
B.F. Goodrich Canada Inc. (Goodrich Drive Plant), Kitchener	Rubber Workers (AFL-CIO/CLC)	700
Guelph General Hospital	CUPE (CLC)	262
Haley Industries Ltd., Haley	United Steelworkers (AFL-CIO/CLC)	320
Hamilton Civic Hospitals	CUPE (CLC)	1,600
Hammond Manufacturing Co. Ltd., Guelph and Puslinch	Employees' Assn. (Ind.)	530
Hotel Dieu Hospital, St. Catharines	CUPE (CLC)	327
Humber Memorial Hospital, Toronto	CUPE (CLC)	225
Keeprite Inc., Brantford	Employees' Assn. (Ind.)	375

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in September 1983

Employer and Location	Union	No. of Empls.
Kingston General Hospital	CUPE (CLC) (full-time office and clerical empls.)	275
Kingston General Hospital	CUPE (CLC) (full-time support	409
Kingston General Hospital	CUPE (CLC) (part-time support service and office and clerical empls.)	270
Laurentian Hospital, Sudbury	CUPE (CLC)	231
London City Board of Education	CUPE (CLC)	240
TD Products Ltd., Kitchener	Auto Workers (CLC)	248
Massey-Ferguson Ltd., Brantford and Toronto	Auto Workers (CLC)	4,000
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC) (non-medical and paramedical empls.)	500
North York General Hospital	CUPE (CLC)	335
Oshawa General Hospital	CUPE (CLC)	637
Ottawa Civic Hospital	CUPE (CLC)	1,300
Ottawa General Hospital	CUPE (CLC)	560
Outboard Marine Corp. of Canada Ltd., Peterborough	United Steelworkers (AFL-CIO/CLC)	450
Pen Sound General and Marine Hospital	CUPE (CLC)	279
Pembroke General Hospital	CUPE (CLC)	220
Peterborough Civic Hospital	CUPE (CLC)	375
Providence Villa and Providence Hospital, Toronto	CUPE (CLC)	295
Queen Elizabeth Hospital, Toronto	CUPE (CLC)	315
St. Michael's General Hospital, Toronto	CUPE (CLC)	203
St. Michael's Hospital, Toronto	CUPE (CLC)	300
St. Michael's Hospital, Toronto	CUPE (CLC) (service unit)	450

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in September 1983

Employer and Location	Union	No. of Empls.
Ross Memorial Hospital, Lindsay	CUPE (CLC)	299
Salvation Army Grace General Hospital, Ottawa	CUPE (CLC)	210
Scarborough Centenary Hospital	CUPE (CLC)	452
Scarborough General Hospital	CUPE (CLC)	446
Spar Aerospace Ltd., Toronto	Auto Workers (CLC)	375
St. Joseph's Health Centre, Toronto	CUPE (CLC)	623
St. Joseph's Hospital, Guelph	CUPE (CLC)	210
St. Joseph's Hospital, Hamilton	CUPE (CLC)	718
St. Lawrence Cement Co., Mississauga	Cement Workers (AFL-CIO/CLC)	220
St. Peter's Hospital, Hamilton	CUPE (CLC)	207
Standard Products (Canada) Ltd. (Plants 1 and 2), Stratford	Natl. Council of Canadian Labour (Ind.)	271
Stratford General Hospital	CUPE (CLC)	210
Tonka Corp. Canada Ltd., Mississauga	Molders (AFL-CIO/CLC)	300
Toronto General Hospital	CUPE (CLC)	761
Toronto Western Hospital	CUPE (CLC)	546

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Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
OCTOBER 1983



RESEARCH BRANCH  
ONTARIO MINISTRY OF LABOUR



## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October 1983 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in October 1983. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in November 1983.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour.



# Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	529
October 1983 Settlements	
Food and Beverage .....	532
Rubber and Plastics Products .....	534
Textile .....	536
Clothing .....	536
Printing, Publishing and Allied .....	537
Metal Fabricating .....	538
Machinery .....	539
Transportation Equipment .....	540
Electrical Products .....	546
Non-Metallic Mineral Products .....	546
Mines .....	547
Transportation .....	548
Retail Trade .....	549
Education and Related Services .....	550
Health and Welfare Services .....	551
Local Administration .....	555
Construction .....	555
Addendum	
December 1982 Settlement .....	557
May 1983 Settlement .....	557
July 1983 Settlement .....	558
August 1983 Settlement .....	559
September 1983 Settlements .....	559
Negotiations in Progress during October 1983	
Covering 200 or More Employees .....	563
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in November 1983 .....	568



## Highlights

Soft Drink Workers Settlements. A jointly negotiated settlement covering members of the Canadian Union of Brewery Workers (CUBW) employed at Coca-Cola Ltd. operations in Ontario was reached at the conciliation stage in mid-October. Over the past several years, the Toronto-based company implemented a series of restructuring moves, sold a number of company-owned plants to franchised bottlers and adjusted its workforce to bring it in line with business conditions. At the company's bottling and distribution plants in Ontario, the cost-cutting measures contributed to a decline of about 15 per cent in the total number of unionized employees, down to 879 from over 1,000 two years ago. During the course of the negotiations just concluded, the key bargaining issues involved wage improvements and contract language concerning job posting, overtime provisions for sales representatives and contracting out of work normally done by bargaining unit employees.

The new province-wide settlement resulted in eleven separate renewal agreements covering the CUBW bargaining units at the company's plants in Metropolitan Toronto and five other Ontario locations. It covered a 21-month term effective October 28, 1983 through July 28, 1985. However, the initial general wage increase of 7 per cent was paid retroactively to July 25, the day after the previous contract expired. A further 6 per cent increase was provided on July 30, 1984. Hiring rates for permanent and temporary employees were reduced by 40 cents per hour in each year of the agreements, and the after-probationary rates (paid during three additional months of work) were cut by 20 cents per hour. The existing cost-of-living escalator, triggered at 10 per cent in the previous agreement, did not generate any allowances and was discontinued in the new contracts. Other negotiated changes included higher night shift differentials, increased sick leave payments and, effective in 1984, upgraded life insurance and weekly indemnity benefits.

The Ontario master pact matched the monetary terms of a settlement accepted two months ago by 750 members of the Teamsters Union at the company's plants in the Province of Québec. It was also broadly similar to a two-year agreement recently signed by Coca-Cola's main competitor, Pepsi-Cola Canada Ltd. The latter agreement, covering 450 Teamsters at Pepsi's bottling plant in Montréal, provided a general wage increase of 6.8 per cent retroactive to September 1, 1983 and a further 5.9 per cent a year later.

Aerospace Industry Settlements. While engine and aircraft components manufacturers in the Ontario civilian aviation industry have been hard hit by the 1981-82 recession and high interest rates, many of other avionics producers have been scarcely affected at all. The former, due to a lack of orders and declining sales of commercial aircraft, were forced to resort to drastic workforce cuts. Some of them implemented work-sharing programs subsidized by the federal government in order to keep skilled employees on the job. On the other hand space hardware manufacturers, particularly those committed to research and development, showed steady growth and high profits. The industry's mixed performance was reflected in two major Ontario settlements which superseded four existing agreements due for renewal on September 30, 1983. Fleet Industries of Fort Erie settled for a one-year term without an increase in wage rates for current employees and introduced lower pay rates for new hires, whereas Spar Aerospace of Toronto signed a pact providing a total increase estimated at about 21 per cent over three years.

At Fleet Industries, a division of Ronyx Corporation, the new settlement covered 505 production employees and 136 office and technical staff represented by two locals of the International Association of Machinists (IAM). Because of a sharp decline in aircraft components contracts in 1982, the company's production workers agreed to accept the federally-sponsored work-sharing program and that saved about 200 jobs. The company is expecting its production to increase in the near future, following an April agreement with Messerschmitt-Bolkow-Blohm of West Germany to explore the feasibility of establishing a helicopter plant in Fort Erie. Under the agreement, Fleet would start as a supplier of components for the MBB helicopters and eventually become a manufacturer of a light twin-turbine helicopter. Initially, the new venture would open to Fleet (an expert in composite bonding techniques for airframe components) the same subcontracting opportunities with MBB as it already has with a number of Canadian and U.S. aircraft producers.

Under such circumstances the union, mainly concerned with job protection, agreed on a one-year contract renewal that did not provide any general wage increases and reduced starting rates for new hires in lower job levels by \$1.02 per hour. However, the settlement maintained the existing cost-of-living provision stipulating quarterly payments based on a 0.3 adjustment factor. A COLA float of \$1.02 per hour generated over the past two years was continued, with newly hired workers receiving the adjustment in three equal installments of 34 cents each after 13, 26 and 39 consecutive weeks of employment. The settlement also included improvements in health and welfare benefits and a reduction in paid leave for union business if the employment level declines below 500.

Spar Aerospace, which has gone through a period of streamlining its operations and employment cutbacks in the recent past, returned to profitability in 1981, mainly as a result of developing and producing a robotic arm for the U.S. space program and gaining new defence orders from the U.S. government. When the contract negotiations commenced in late summer, members of the United Auto Workers (UAW) at the company's two plants in North York were determined to win a share in Spar's \$8.6 million 1982 profits. Consequently, the union was seeking a substantial wage increase, a better COLA clause and improvements in a number of other items such as vacations, pensions and job security. Following almost three months of unproductive talks, during which the company indicated that it was obliged to stay within Ottawa's 6 and 5 per cent wage guidelines, the 500 employees walked off their jobs in a legal strike on October 6. The strike ended four days later with a settlement providing hourly wage increases of 25 cents in the first year plus a further 3 per cent in each of the two remaining years of a three-year contract. The 150 office and technical staff received comparable raises in their salaries. The settlement also included higher shift premiums and additional wage/salary adjustments for skilled tradesmen and certain top-paid office and technical employees. The COLA formula, which produced a fold-in of \$2.26 per hour under the previous contract, was continued in its present form. The negotiated package also contained numerous improvements and revisions in the health and welfare and pension area. One of the key bargaining issues, pertaining to pension entitlements for employees of several firms which had been acquired and folded into Spar, was resolved by permitting inclusion of service with the former companies in the length of service for retirement purposes and having their locked-in pension benefits upgraded to the level provided for current Spar pensioners.

Earlier this year, Boeing of Canada Ltd. and the IAM signed a two-year renewal agreement covering 205 plant employees (including 40 temporarily laid-off) at the company's Arnprior Division. Under the new terms, the workers received a general wage increase of 7 per cent effective March 7, 1983 plus an additional 5 per cent one year later and a COLA fold-in of \$1.49 per hour. The present COLA clause was discontinued. [See p.115 of the March 1983 issue of this report for more details.]

Meanwhile, two current collective agreements at the Mississauga plant of McDonnell Douglas Canada, the largest of Ontario's aircraft component makers, expired October 17. On the same day, McDonnell Douglas Corporation plants in the U.S. were struck by the UAW members. The strike came at a critical time for the Canadian subsidiary, where contract negotiations with the UAW, representing 2,200 plant workers and 350 office staff, were about to begin. The Canadian company, which due to a lack of orders for commercial airplanes reduced its workforce by more than one half from a level of almost 5,000 three years ago, eventually made arrangements for a four-day work week under the federally-subsidized program to avoid further layoffs. In early 1983, the U.S parent company received two major orders for aircraft which virtually guaranteed the Canadian subsidiary enough work for the next three years at the present employment level. (The Mississauga plant supplies wings and tail assemblies for the airplanes). However as a consequence of the American strike, the production lines at the Canadian plant had to be stopped and the company announced that about 25 per cent of its unionized employees were to be laid off before the end of November.

Since the Canadian settlement in the past usually matched a pattern established at the parent company, it is unlikely that a new contract at the Mississauga plant will be reached until the American strike is ended. The strike by 7,000 Douglas Aircraft Company's workers in the U.S. began after the UAW rejected a contract offer with a retrogressive wage formula and other concessions similar to those approved by the IAM in a contract with the Boeing Company of Seattle, a traditional pattern setter for the U.S. aerospace industry. That three-year contract, covering some 20,000 Boeing employees, was reached in early October. It called for annual 3 per cent cost-of-living payments calculated on a revised pay scale and paid to everyone in the first year, but only to higher-level workers in the remaining two years. COLA above the 3 per cent is to be paid to all employees on the same formula of one cent for each 0.3 point rise in the CPI. There were also additional wage adjustments in certain top pay grades, while hiring rates were permanently reduced by up to 41 per cent. Notwithstanding the pay revisions, every employee will receive each December a lump sum productivity payment equal to 3 per cent of annual earnings. The complex wage package was designed to solve a high-cost problem - narrowing of the pay gap between skilled and less-skilled workers.

A comparable, but somewhat different agreement was signed two weeks later by 25,000 IAM members at Lockheed Corporation plants in California and Georgia. The new pact was rated by the union as considerably better than that at Boeing because new employees hired at lower rates will eventually progress to pay levels in effect for current employees. These developments led to an accord in the concurrent contract talks between the IAM and McDonnell Douglas Corporation plants in California. In early November, the 3,300 IAM members voted to accept a three-year contract identical to that turned down a week earlier by their UAW counterparts at the company's subsidiary plants in Long Beach, Calif., Melbourne, Ark. and Tulsa, Okla.

The remaining two major Ontario aircraft companies, de Havilland Aircraft of Canada in Toronto and Hawker Siddeley Canada, Orenda Division in Malton, have current agreements which are scheduled for renewal next summer. The contracts cover 4,300 UAW members and 400 IAM members respectively.

American Motors (Canada) Settlement. The latest and the last set of major contract negotiations in the 1982-83 round of bargaining of the Ontario automobile industry involved American Motors (Canada) Inc. and Local 1285 of the UAW representing 1,360 plant employees in Brampton. Their previous collective agreement, due to expire September 16, 1983, was last renewed three years ago and resulted from an international settlement covering at that time 9,500 plant workers of American Motors Corporation of Southfield, Michigan, including 750 at the Brampton subsidiary in Canada. In the spring of 1982, when two other major U.S. automakers, General Motors and Ford, obtained contract concessions from their U.S. workers, the UAW agreed to open talks with the financially ailing AMC on the company's request for wage and benefit revisions. However, the Canadian section of the UAW refused to take part in the reopening negotiations until the current contract expired. The negotiations south of the border resulted in a two-year extension of the existing accords, affecting all AMC's unionized and salaried employees in the U.S. The national agreement called for a unique "employee investment plan," whereby pay increases of nearly 10 per cent, originally scheduled for the last two years of the current contracts, were to be funneled into AMC's extensive product development program. Under the plan, the hourly-rated workers agreed to forgo six quarterly COLA payments and annual 3 per cent wage increases through 1985, as well as to give up a number of paid absence days. The pay deferrals, expected to total about \$150,000 million, were to be refunded by the company beginning in 1985 with 10 per cent annual interest. Also, in December 1982, 300 salaried employees at the Brampton facility were notified that their salaries will be frozen for one year and other benefits reduced, in order to preserve funds for the development program.

The reluctance of the Canadian UAW members to embrace the AMC money-saving scheme resulted in the breakdown of the traditional company-wide international bargaining structure. By the time the Brampton contract expired, consumer demand for North American-built automobiles had significantly improved. That led to a strong increase in production which in turn produced higher profits for the car makers. The Big Three auto producers also benefited from lower unit labour costs made possible by the ground-breaking concession settlements signed in the meantime. AMC, the fourth largest North American carmaker, lost millions during the recession years, although sales have picked up in 1983.

At the Brampton plant, where the Eagle sedans and station wagons are built, labour costs were higher than those at GM and Ford, creating a disadvantage which the company wanted to eliminate in order to remain competitive. When the contract talks began, assembly workers at the plant were paid \$12.41 per hour, compared to \$12.17 at GM. To correct the situation, the company proposed that the union accept a four-year contract with no general wage increases and a deferral of COLA payments for 18 months. The proposal also included a large reduction in pay and benefits for newly hired employees and elimination of 10 paid days off, a concession won earlier by other major auto producers. The union, however, wanted a settlement based on the existing industry pattern, modified by the recent Chrysler

pact, which included a wage increase, a Canadian based COLA, protection for laid-off workers and improvements in the Supplemental Unemployment Benefit Plan (SUB).

The new settlement, covering 1,360 employees (including 500 on lay-off) was reached in post conciliation talks and averted a work stoppage scheduled to begin September 27. The three-year contract was approved by a 76 per cent majority of voting members on the following weekend. In line with the Canadian auto pattern, the workers surrendered 10 paid days off each year, consisting of three paid personal holidays, Easter Monday and a Sunday bonus day, along with a reduction in annual paid vacations by 40 hours. Also, starting rates for new hires were reduced to 85 per cent of the base rate and will move to 90 and 95 per cent over 18 months. In addition, benefit coverage for newly hired employees was modified to conform with other major auto agreements.

The negotiated wage package did not include any general wage increases until September 16, 1985, when a 3 per cent wage improvement factor will add an average 30 cents to hourly rates and at that time \$2.55 of the existing COLA payments will be incorporated into the wage structure. A 15-cent COLA "travel," generated during the third quarter of 1983, was added to the COLA float on October 2, 1983 and the current formula based on a combined Canadian-U.S. inflation rate was continued until December 1984. The subsequent quarterly COLA payments will be based on a fully Canadian Index, with the first adjustment plus a special bonus of 28 cents per hour payable in March 1985. The combined wage and COLA increase of about \$2.60 per hour, based on an estimated inflation rate of 5 per cent in the first year and 6 per cent in the remaining two years, is expected to bring AMC assemblers' rate to \$15.01 over the three-year term ending September 16, 1986. The September 1985 wage increases will also result in a substantial improvement in all wage-related health insurance benefits. In addition the parties agreed to upgrade the pension plan, with lump sum payments of \$300 and \$180 provided each year for current pensioners and surviving spouses respectively. To assist laid-off workers, their medical coverage was expanded and, over three years, \$450,000 was added by the employer to the SUB fund exhausted by past layoffs.

The new AMC economic package reflected the existing auto industry pattern in many aspects. But it also confirmed a trend toward the resumption of the 3 per cent improvement factor increase which had been suspended in the previous round of industry bargaining. First restored in the recent contract reopener at Chrysler, such a wage increase will be likely sought by the UAW members at GM and Ford when their contracts come up for renewal in the fall of 1984.



Index to Settlements Reported, October 1983

Employer and Location	Union	Page
American Motors (Canada) Inc., Brampton	Auto Workers (CLC) (production and maintenance empls.)	544
Arvin Automotive of Canada Ltd., Vaughan Twp.	United Steelworkers (AFL-CIO/CLC)	559
Baycrest Hospital and Jewish Home for the Aged, Mount Sinai Hospital, Sunnybrook Hospital, Toronto East General and Orthopaedic Hospital Inc. and Wellesley Hospital, Toronto	Service Employees Intl. (AFL-CIO/CLC) (office and clerical empls.)	551
Boots Drug Stores (Canada) Ltd., province-wide except the Regional Municipality of Ottawa-Carleton	Food and Commercial Workers (AFL-CIO/CLC)	549
Canada Wire and Cable Ltd., East York	Electrical Workers (UE) (CLC)	546
Chedoke-McMaster Hospitals, Hamilton	CUPE (CLC) (service and para- medical empls.)	552
Christie, Brown and Co. (Div. of Nabisco Brands Ltd.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	532
Coca Cola Ltd., Toronto, Ottawa, Kitchener, London, Hamilton and Windsor	Cdn. Brewery Workers (CLC) (production, sales and office empls.)	533
Courtaulds (Canada) Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	536
Fleet Industries, a div. of Ronyx Corp. Ltd., Fort Erie	Machinists (AFL-CIO/CLC)	540
John Forsyth Co.Ltd., Kitchener and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	536
B.F. Goodrich Canada Inc., Kitchener	Rubber Workers (AFL-CIO/CLC)	534
Greater Windsor Home Builders Assn.	Bricklayers, Intl. Operating Engineers, Painters (AFL-CIO/ CFL), Carpenters, Labourers (AFL-CIO) and Teamsters (Ind.)	557
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	560
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	561
Kingston General Hospital	CUPE (CLC) (service, office and clerical empls.)	552

Index to Settlements Reported, October 1983

Employer and Location	Union	Page
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	559
McMaster University , Hamilton	Cdn. Educational Workers (Ind.)	562
MTD Products Ltd., Kitchener	Auto Workers (CLC)	539
National Research Council of Canada	Research Council Employees' Assn. (Ind.) (clerical and regulatory group)	557
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC)	555
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	550
Noranda Mines Ltd. (Geco Div.), Manitouwadge	Fed. of Metal Trades, Mines and Chemical Products Union (CNTU) (mine and plant empls.)	547
Outboard Marine Corp. of Canada Ltd., Peterborough	United Steelworkers (AFL-CIO/CLC)	540
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	558
Peterborough Civic Hospital	CUPE (CLC) (service empls.)	553
Pipe Line Contractors Assn. of Canada	Intl. Operating Engineers (AFL-CIO/CFL) (Distribution Systems Agt.)	555
Pipe Line Contractors Assn. of Canada	Intl. Operating Engineers (AFL-CIO/CFL) (Mainline Pipeline Agt.)	556
Riverdale Hospital, Toronto	CUPE (CLC) (service, office and clerical empls.)	553
Royal Ottawa Hospital	CUPE (CLC) (service, office and clerical empls.)	553
St. Lawrence Cement Inc. (Mississauga Plant, Ogden Point Quarry and Cement Distributing Depots), Mississauga	Cement Workers (AFL-CIO/CLC) (hourly-rated empls.)	546

Index to Settlements Reported, October 1983

Employer and Location	Union	Page
St. Lawrence Seaway Authority, Ontario and Quebec	Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	548
Scarborough General Hospital	CUPE (CLC) (service and para-medical empls.)	554
Snap-On Tools of Canada Ltd., province-wide	United Steelworkers (AFL-CIO/CLC)	538
Spair Aerospace Ltd., Toronto	Auto Workers (CLC) (hourly-rated and office, clerical and technical empls.)	541
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	550
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC) (non-printing empls.)	537
Toronto Western Hospital	CUPE (CLC) (service empls.)	554
University of Toronto (Libraries)	CUPE (CLC) (non-professional full-time empls.)	551
York City Corp., Works Dept. and Parks and Recreation Dept.	CUPE (CLC)	555

FOOD AND BEVERAGE

Christie, Brown and Company (Div. of Nabisco Brands Ltd.), formerly Christie Brown and Company, Limited (Biscuit Division), at Toronto - Local 426, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1983 to April 30, 1985, covering 528 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	May 1/83	Apr. 30/84
	General Increases	65¢	50¢
	General Help	\$9.85 (\$9.20)	\$10.35
	Baker	\$10.66 (\$10.01)	\$11.16
	<u>Start Rates</u> - 30¢ below classification rates. Employee receives 10¢ increases monthly until classification rate is reached.		
Night Work Compensation:	Effective October 9, 1983, 28¢ (27¢) per hour worked between 5 p.m. and 6 a.m.		
Work on Paid Holidays:	Double time (time and one-half) for all hours worked.		
Paid Vacation:	Effective January 1, 1984, 4 weeks after 11 (12) years' service, 6 weeks after 28 (29) years. Effective January 1, 1985, 4 weeks after 10 years.		
Bereavement Leave:	Grandparents are added to the provision for 1 day's paid leave to attend funeral (new).		
Health and Welfare:	<u>Life Insurance</u> - Effective January 1, 1984, \$12,000 (\$9,000) coverage. Effective January 1, 1985, \$13,000.		
	<u>A.D. &amp; D.</u> Effective January 1, 1984, \$5,000 (\$1,500). Effective January 1, 1985, \$7,000.		
	<u>Dental Plan</u> - Effective October 1, 1983, employer pays 100% of premium costs. (Previously, employee contributed \$2 per week.) Effective January 1, 1984, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective January 1, 1985, the 1983 ODA fee schedule.		
Safety Shoe Allowance:	Effective January 1, 1984, \$30 (\$25) per year, where mandatory and \$27 (\$22) per year in the Packing and Icing (Pack) Department.		
Severance Pay:	8 (7) weeks pay after 20 years' service, 9 (8) weeks pay after 23 years, 10 (9) weeks pay after 25 years, 12 (10) weeks pay after 27 years, 13 (11) weeks pay after 29 years, 14 (12) weeks pay after 31 years, 15 (13) weeks pay after 33 years and 16 (14) weeks pay after 35 years.		

Coca-Cola Ltd. at Toronto, Ottawa, Kitchener, London, Hamilton and Windsor - Various locals, Canadian Brewery Workers (CLC) (production, sales and office employees): Seven 24-month renewal agreements effective from July 25, 1983 to July 28, 1985, covering 879 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	July 25/83	July 30/84
	General Increases	7%	6%
	<u>Inside Plant</u>		
	Wage Bracket 1 (General Help)	\$11.72 (\$10.95)	\$12.42
	Wage Bracket 8 (Journeyman Electrician)	\$14.61 (\$13.65)	\$15.49
	<u>Outside Sales</u>		
	Wage Bracket 1 (Delivery Salesman)	\$11.77 (\$11.00)	\$12.48

Above rates are Job Rates. Effective in the first contract year, probationary rates are \$2.70 (\$2.30) less than Job Rates until completion of 65 days worked. After-probationary rates are \$1.35 (\$1.15) less than Job Rates until completion of a 3-month period after probation. Effective in the second contract year, \$3.10 and \$1.55 less than Job Rates, respectively.

Office  
(Weekly Rates)

Wage Bracket 1 (Junior Clerk)	\$238-\$270 (\$222-\$252)	\$252-\$286
Wage Bracket 3 (Senior Clerk)	\$346-\$412 (\$323-\$385)	\$367-\$437

Probationary period is 65 days worked. Maximum rates are reached after 9 months for Junior Clerk, and after 18 months for Senior Clerk.

Cost of Living Provision: Deleted. (Previously, 1¢ per 0.33 point rise in the Consumer Price Index - 1971=100, using July, 1982 as the base index month. Triggered at 10%. Capped at 3%.)

Night Shift Premium: 50¢ (40¢) per hour.

Sick Pay: Benefit is 75% (66 2/3%) of regular rate of pay as of the first day of the contract year.

Health and Welfare: Life Insurance - Effective January 1, 1984, \$19,000 (\$18,000) coverage for plant and sales employees and \$16,000 (\$15,000) for office employees.

Weekly Indemnity - Effective January 1, 1984, benefits increase to \$290-\$310 (\$250-\$290) per week, depending on salary. Effective January 1, 1985, \$325 for employee earning \$25,000 and up.

# RUBBER AND PLASTICS PRODUCTS

B.F. Goodrich Canada Inc. at Kitchener - Local 677, Rubber Workers (AFL-CIO/CLC): A 32-month renewal agreement effective from October 1, 1983 to May 31, 1986, covering 715 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/83</u>	<u>Oct. 1/84</u>
	COLA Fold-in	53¢	
	General Increase	10¢	
	Skilled Trades Adjustments	25¢	10¢
	Inequity Adjustments (varies by group level)	1.3¢ to 14.6¢	
	<u>Hourly Rated*</u>		
	Labourer	\$10.64 (\$10.01)	\$10.64
	General Maintenance Man	\$11.20 (\$10.57)	\$11.20
	Electrician	\$13.05 (\$12.17)	\$13.15
	Electrician (Electronically qualified)	\$13.13 (\$12.25)	\$13.23

\* Incentive-rated employees receive increases to their base rates and COLA fold-in adjustments, commensurate with those received by hourly-rated employees.

Cost of Living Allowance: 1¢ per 0.26 point change in the Consumer Price Index - 1971=100, using the average CPI for October, November and December over the base index period August, September and October in each year of the agreement. Adjusted and paid quarterly. Allowances generated to be folded into base rates at the end of each contract year.\*\* (Basic formula is unchanged. Previous agreement provided for annual advances of 20¢, 15¢ and 15¢ recovered from subsequent COLA adjustments.)

\*\* 6¢ per hour will be diverted from the COLA increase payable as of January 20, 1984, to help fund the new Early Retirement provision. If the increase produces less than 6¢, the balance will be deducted from further COLA increases.

Vacation Pay:	Minimum \$250 (\$225) per week.
Health and Welfare:	<u>Life Insurance and A.D. &amp; D.</u> - \$21,000 (\$13,000) coverage. <u>Life Insurance for Retirees</u> - \$7,500 (\$6,500) coverage. <u>Weekly Indemnity</u> - Maximum benefit increases to \$231 (\$174). <u>Extended Health Care</u> - Maximum claim for eyeglasses is \$100 (\$80) every two years and \$300 for hearing aids once every five years. (Previously \$300 lifetime benefit.) <u>Dental Plan</u> - Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule. <u>Transition and Bridging Survivor Income Benefits</u> - \$300 (\$250) maximum per month, less applicable statutory reductions to an overall payment of \$7,200 (\$6,000).
Pension Plan:	<u>Basic Benefit</u> - \$17.25 (\$15) per month per year of service. <u>Supplementary Benefit</u> - Type A, \$11.75 (\$10) per month per year of service to a maximum of 30 years. <u>Past Retirees</u> - Benefits increase by 50¢ per year of service. <u>Early Retirement (new)</u> - Employee with 30 or more years of credited service may retire with an unreduced pension. Future COLA payments diverted to pay the cost, subject to approval from the Department of National Revenue and Taxation and the Ontario Pension Commission. <u>Plant Closure</u> - Employee with 25 years' service who is not otherwise eligible for an unreduced pension shall not be eligible for a deferred vested pension but shall be eligible for an immediate pension.
Meal Allowance:	\$2 after 2 hours' unscheduled overtime and for unscheduled call-ins of more than 2 hours.
Safety Shoe Allowance:	\$16 (\$12) per pair.
Supplementary Unemployment Benefit Plan:	<u>Employer Contribution</u> - 7¢-17¢ (5¢-15¢) depending on level of fund.
Payment of Local Union President:	40 hours per week at the highest plant rate including COLA. (Previously, 40 hours at average hourly earnings, plus COLA, plus 50¢ per hour.) In the absence from work of the Local Union President for continuous periods of 5 days or more, the Local Union Acting President is reimbursed for 8 hours per day at the Local Union President's rate.
Paid Union Leave:	Employer pays up to a maximum of 240 hours per month, accumulative to a maximum of 400 hours for time spent by union members on union matters related to the administration of the collective agreement.

## TEXTILE

Courtaulds (Canada) Inc. at Cornwall - Local 779, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1983 to April 30, 1985, covering 465 employees\*, settled with mediation assistance. Duration of negotiations - 6 months.

\* Includes 90 employees currently on lay-off status.

Wages:	Effective	May 1/83	May 1/84
	Increases	91¢ for day workers; 72¢ for shift workers	65¢
	Yard Labourer	\$8.79 (\$7.88)	\$9.44
	Stationary Engineer 2nd Class	\$11.03 (\$10.31)	\$11.68

Shift Premium: 0-22¢-32¢ (0-16¢-22¢).

Paid Vacation: Effective May 1, 1984, 5 weeks after 20 (23) years' service.

Health and Welfare: Life Insurance for Retirees - \$3,000 (\$2,000) coverage for employees on normal retirement.

Pension Plan: Basic Benefit - \$6.25 (\$5.50) per month per year of service. Effective May 1, 1984, \$6.50.

## CLOTHING

John Forsyth Company Ltd. at Kitchener, Waterloo and Toronto - Local 303B, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1983 to December 31, 1984, with wages in effect until April 3, 1985, covering 455 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 12/83	Apr. 2/84
	Increases	43¢ on top rate for Sewing Machine Mechanic 2; 31¢ on top rates for all others	35¢ for Sewing Machine Mechanic 2; 28¢ on top rates for all others
	<u>Time Worker Rates</u>		
	Service 1 (includes Non-machine Utility Operator)	\$3.50-\$4.84* (\$3.50-\$4.84)	\$3.50 - \$4.84*
	4th Class Engineer and Sweeper	\$5.50**-\$7.71 (\$6.00-\$7.40)	\$6.00**-\$7.99
	Sewing Machine Mechanic 2	\$9.38**-\$9.73 (\$8.25-\$9.30)	\$9.73 -\$10.08

Probationary period is 3 months. Maximum rates shown are reached after 1 year.

\* Wage schedule remains frozen for new hires.

\*\* Negotiated rates.

Lump Sum Payment: In lieu of retroactivity, employee receives \$150 for the period between April 4, 1983 to September 11, 1983.

Health and Welfare: OHIP - Effective September 12, 1983, employer pays 100% of future increases in premium costs.

# PRINTING, PUBLISHING AND ALLIED

Toronto Star Newspapers Limited - Local 87, Newspaper Guild (AFL-CIO/CLC) (non-printing employees): A 24-month renewal agreement effective from August 1, 1983 to July 31, 1985, covering 1,400 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Aug. 1/83</u>	<u>Aug. 1/84</u>
	Increases	9% to a maximum of \$50.94 per week	7% to a maximum of \$43.19 per week
	Additional Adjustments		\$5 per week for Truck Driver with 7 or more years of service

## Weekly Rates

Office Messenger	\$253.97-\$291.14 (\$233.00-\$267.10)	\$271.75-\$311.52
District Representative (Key Rate)	\$372.29-\$616.98 (\$341.55-\$566.04)	\$398.35-\$660.17
Reporter	\$417.88-\$647.48 (\$383.38-\$596.54)	\$447.13-\$690.67

Night Shift Premium: 10% to a maximum of \$13 more than the straight-time rate for each shift so worked. (Previously, 10% per shift above the straight-time rate.)

Premium Pay: \$5 (\$1.25) per shift for Pup Trailer Driver; \$5 (\$3.75) per shift for Tractor-Trailer Driver; \$4 per shift for Field Mechanic (new).

Piece Work Rates for Inserters in Circulation Depot: Effective August 1, 1984, maximum of 1.25¢ (1¢) for the first insert and .5¢ (unchanged) for any additional insert in the same issue.

Health and Welfare: Dental Plan - Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule, subject to further discussion with other union groups affected.

Meal Allowance: \$6.50 (\$6.00).

Mileage Allowance: 32¢ per mile with a minimum guarantee of \$3,200 per year. (Previously, 26.6¢ per mile for casual use of personal vehicle and 29.6¢ per mile for authorized and required use of personal vehicle as a condition of employment with a minimum guarantee of \$1,800 per year.) Every 3 months amounts are reviewed and adjusted .285¢ per mile for each 1¢ per litre change in the average price of regular unleaded gasoline at ten designated gas stations within Metropolitan Toronto (unchanged).

#### METAL FABRICATING

Snap-On Tools of Canada Ltd., province-wide - Local 5483, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1983 to November 2, 1985, covering 220 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

Wages:	Effective	Nov. 1/83	May 1/84
	General Increases	5%	2% non-compounded
	General Labour	\$7.95 (\$7.57)	\$8.10
	Electrician Licensed	\$11.55 (\$11.00)	\$11.77
	Effective	Nov. 1/84	May 1/85
	General Increases	5%	1% non-compounded
	General Labour	\$8.51	\$8.59
	Electrician Licensed	\$12.36	\$12.48

Bereavement Leave: Up to 3 days' paid leave calculated on employee's base rate (previously average hourly earnings).

Jury Duty Pay: Employee receives the difference between his/her base rate (average hourly earnings) and fees received.

Health and Welfare: Weekly Indemnity - Benefit is payable on a 1-1-4-26 (1-1-6-26) basis.

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$10 (\$9.50) per month per year of service.  
Effective November 1, 1984, \$10.50. Effective October 31, 1985, \$11.

# MACHINERY

MTD Products Limited at Kitchener - Local 1524, Auto Workers (CLC): A 24-month renewal agreement effective from September 17, 1983 to September 15, 1985, covering 325 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 17/83</u>	<u>Sept. 17/84</u>
Increases:			
Incentive Workers, Job Classes 16, 23, 25, 42 and 46;		38¢*	40¢*
Job Classes 12, 14, 17 and 20;		40¢	45¢
Skilled Trades		45¢	45¢
Job Class 46		\$7.51	\$7.91
Warehouse Labour		(\$7.13)	
Job Class 1		\$12.65	\$13.10
Tool & Die Maker		(\$12.20)	

\* Treated as an add-on for incentive employees.

Paid Vacation: 3 weeks at 8% (7.5%) after 12 years' service, 4 weeks at 8.5% (8%) after 15 years and 5 weeks at 10% (9%) after 20 years.

Health and Welfare: Life Insurance and A.D. & D. - \$11,500 (\$11,000) coverage.  
Effective September 17, 1984, \$12,000.

Long Term Disability - \$708 (\$693) per month.

Dental Plan - Effective January 1, 1984, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective January 1, 1985, based on the 1983 ODA fee schedule.

Pension Plan: Basic Benefit - \$8.50 (\$8.00) per month per year of service.  
Effective September 17, 1984, \$9.00.

Past Service Benefit - Benefits increase by \$3 per year of credited service between September 1, 1962 and September 1, 1968, and by a minimum of \$5 thereafter.

Safety Shoe Allowance: \$25 (\$15) per year.

Safety Prescription Glasses: Maximum allowance for lenses is \$30 (\$25).

Outboard Marine Corporation of Canada Ltd. at Peterborough - Local 5009, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 1, 1983 to September 30, 1986, covering 470 employees\*, settled with mediation assistance. Duration of negotiations - 2 months.

\* Includes 49 employees currently on lay-off status.

Wages:	Effective	<u>Oct. 2/83</u>	<u>Sept. 30/84</u>	<u>Sept. 29/85</u>
Increases:				
Hourly		25¢	15¢	15¢
Incentive		20¢	12¢	12¢
<u>Hourly Rates</u>				
Labourer		\$6.14-\$6.42 (\$5.89-\$6.17)	\$6.29-\$6.57	\$6.44-\$6.72
Electrician 1st Class		\$7.80-\$8.29 (\$7.55-\$8.04)	\$7.95-\$8.44	\$8.10-\$8.59
Electrical Technician		\$7.65-\$8.53 (\$7.40-\$8.28)	\$7.80-\$8.68	\$7.95-\$8.83

Probationary period is 500 hours worked. Maximum rates are reached on merit.

Cost of Living Allowance: \$4.01 generated during the previous agreement continues to float.

Effective in the second and third contract years, 1¢ per 0.14 point change in the Consumer Price Index - 1981=100, using June, 1984 as the base index month. Adjusted quarterly, beginning in November, 1984 up to August, 1986. Capped at 43¢ until April, 1986. (Previously 1¢ per 0.45 point change in the CPI - 1961=100. Adjusted quarterly.)

Pension Plan: Basic Benefit - Effective January 1, 1984, \$12.50 (\$10) per month per year of service.

Bridge Benefit - Effective January 1, 1984, \$6 (\$4.50) per month per year of service to a maximum of \$240 (\$180) per month less Canada Pension Plan offsets.

#### TRANSPORTATION EQUIPMENT

Fleet Industries, a division of Ronyx Corporation Ltd. at Fort Erie - Lodge 171, Machinists (AFL-CIO/CLC): A 12-month renewal agreement effective from October 1, 1983 to September 30, 1984, covering 590 employees\*, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

\* Includes 85 employees currently on lay-off status.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

Job Level 1 \$9.55-\$10.67  
(includes Labourer)

Job Level 7 \$12.63  
(includes Tool and  
Die Maker)

Job Level 8 \$12.96  
(Jig Borer)

Start Rates - Reduced by \$1.02 for Job Levels 1, 2 and 3.

Probationary period is 60 days worked. Maximum rate for Labourer is reached after four 12-week increases.

Cost of Living Allowance: \$1.02 COLA continues to float.

For new hires, three 34¢ COLA fold-ins totalling \$1.02 payable after 13, 26 and 39 weeks.

1¢ per 0.3 point increase in the Consumer Price Index - 1971=100. Adjusted quarterly beginning in November 1983 compared to August 1983 and payable in December 1983. (Basic formula is unchanged.)

Health and Welfare: Weekly Indemnity - Benefit increases to \$240 (\$200) per week.

Long Term Disability - Benefit increases to \$750 (\$600) per month.

Vision Care - Maximum claim for eyeglasses is \$75 (\$60) every two years.

Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Continuation of Benefits - After 1 month, following return to work, employee with 2 years' seniority will be reimbursed for benefit premiums paid during maternity leave.

Paid Union Leave: Members of Plant Committee - 60 hours per week (unchanged) reduced by 5 hours for every 50 employees less than 500, working (new).

Spar Aerospace Limited at Toronto - Locals 112 and 673, Auto Workers (CLC)  
(hourly-rated and office, clerical and technical employees): Two 36-month renewal agreements effective from October 1, 1983 to September 30, 1986, covering 500 employees, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	Oct. 1/83	Oct. 1/84	Oct. 1/85
Increases		25¢ per hour for Hourly-Rated; \$9.94-\$10.075 per week for Office, Clerical and Technical	3%	3%

	<u>Oct. 1/83</u>	<u>Oct. 1/84</u>	<u>Oct. 1/85</u>
Additional Adjustments:			
Skilled Trades	5¢-25¢ per hour	1%	1%
Upper classi- fications of Office, Clerical and Technical	\$2.68-\$10.075 per week	1%	1%

Hourly-Rated

Wage Group 1 (includes Labourer)	\$11.81-\$11.91 (\$11.56-\$11.66)	\$12.16-\$12.27	\$12.52-\$12.64
Skilled Trades Group 3 (includes Electrician- Electronics)	\$14.78-\$14.83 (\$14.28-\$14.33)	\$15.37-\$15.42	\$15.98-\$16.04

Office, Clerical and Technical  
Weekly Rates

Group 1 Office Junior	\$421.02-\$425.66 (\$411.08-\$415.72)	\$433.65-\$438.43	\$446.66-\$451.58
Group 12 (includes Repair and Overhaul Technician 1)	\$601.03-\$606.02 (\$580.88-\$585.87)	\$625.07-\$630.26	\$650.07-\$655.47

Previous rates reflect COLA fold-ins of \$2.26 per hour for hourly-rated and \$90.50 per week for office, clerical and technical employees.

Probationary period is 60 days of work. Maximum rates for hourly-rated are reached upon completion of probationary period and for office, clerical and technical, after 6 calendar months' work.

Cost of Living  
Allowance:

Hourly-Rated - 1¢ per hour per 0.3 point change in the Consumer Price Index - 1971=100, using 279.2 as the base. Adjusted and paid quarterly with first and last adjustments effective for the pay period commencing December 1, 1983 and September 1, 1986. (Basic formula is unchanged.)

Office, Clerical and Technical - 50¢ per week per 0.5 point change in the Consumer Price Index - 1961=100, using 372.4 as the base. Adjusted and paid quarterly with the first and last adjustments effective on December 1, 1983 and September 1, 1986. (Basic formula is unchanged.)

Shift Premium  
(hourly-rated):

0-32¢-42¢ (0-27¢-37¢).

Health and  
Welfare:

Life Insurance - Coverage is 100% of basic annual earnings, rounded to the nearest \$500, to a maximum of \$28,000 (\$19,000).

A.D. & D. - Maximum coverage increases to \$14,000 (\$9,500).

Weekly Indemnity - Benefit is 60% of basic weekly earnings to a maximum of \$323 (\$220) per week, payable on a 1-1-5-52 basis for hourly-rated employees and on a 1-1-8-52 basis for office, clerical and technical employees.

Long Term Disability - Benefit is 50% of basic monthly earnings, rounded to the nearest \$5, to a maximum of \$1,165 (\$785) per month.

Permanent Total Disability - Employee may elect either continuation of life insurance without premium costs until age 65 or life insurance in 50 consecutive monthly installments to a maximum of \$560 (\$380) per month.

Major Medical - Coverage extended to include orthopaedic shoes to a maximum of \$350 per year, subject to applicable deductible and co-insurance.

Vision/Audio Care - Maximum claim for eyeglasses increases to \$100 (\$60) every two years. \$750 (\$500) lifetime maximum for hearing aids.

Ambulance Expense - Up to \$30 (\$25) per trip to a maximum of 5 trips per year for ambulance expenses of that portion not payable by OHIP.

Dental Plan - Coverage is based on the 1982 (1980) Ontario Dental Association fee schedule. Effective October 1, 1984 and October 1, 1985 respectively, the 1983 and 1984 ODA fee schedules are implemented.

Pension Plan:

Basic Benefit - Effective October 1, 1984, \$16 (\$15) per month per year of future credited service. Effective October 1, 1985, \$17.

Benefits for Present Retirees - \$15 per month per year of credited service. (Previously, \$12, \$13.50 or \$15.)

Early Retirement - Employee may retire at age 55 with 30 years' credited service, with no actuarial reduction in benefits. (Previously, benefits reduced for early retirees.)

Supplemental Benefit - 12 (\$7) per month per year of credited service to a maximum of 30 (25) years.

Benefits for Employees of Predecessor Companies - Future retiring employees previously locked in at \$2 per month per year of such service have been upgraded to \$15. Present retirees receiving \$1 now receive \$2.

Survivor Income Benefit - \$400 (\$250) per month, less CPP benefits, with a minimum \$100 per month, for 24 months.

Thereafter, no minimum benefit applies, and benefit is payable only to those aged 50 years or over at the time of the spouse's death until remarriage, death or age 65.

American Motors (Canada) Inc. at Brampton - Local 1285, Auto Workers (CLC)  
(production and maintenance employees): A 36-month renewal agreement effective from October 3, 1983 to September 19, 1986, covering 1,360 employees\*, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Previous agreement expired September 15, 1983.

\* Includes 500 employees currently on lay-off status.

Wages:	Effective	<u>Sept. 16/85</u>
	General Increase	3%
	COLA Fold-in	\$2.55
	Labourer	\$11.84-\$12.24 (\$9.01-\$9.41)
	Assembler	\$12.31-\$12.71 (\$9.46-\$9.86)
	Tool Maker	\$14.62-\$15.02 (\$11.71-\$12.11)

Maximum rates are reached after completion of an 80-day probationary period.

New hires receive 85%, 90% and 95% of Job Rates for the first three 6-month periods respectively (new).

Cost of Living Allowance: The \$2.55 floating at the conclusion of the previous agreement, will continue as a float. Effective October 2, 1983, a 15¢ "COLA travel"\*\* retroactive to September 5, 1983 is added to the float.

COLA formula for the period September 1, 1983 to December 1, 1984, covering 5 quarterly calculations, will be based on the existing formula of 1¢ per 0.26 point change in the combined U.S./Canada Consumer Price Index - 1967=100, using the average of the combined CPI for August to October 1983 as the base.

The remaining calculations, effective March 4, 1985, will be based on a new all Canadian Index - 1969=100. A special 28¢ bonus will be added to the March 4, 1985 COLA calculation. Effective September 16, 1985, \$2.55 is folded into the base rate.

\*\* The amount of COLA that would have been forthcoming for the period June 1, 1983 to September 1, 1983 had the previous formula been extended to cover this quarter.

Paid Holidays: Easter Monday and the Sunday Bonus Holiday are eliminated leaving 6 designated days plus the Christmas holiday period per year, for

a total of 12 days in the first contract year, 13 days in the second year and 14 days in the third year. (Previous agreement had a total of 44 days over the life of the contract.)

**Paid Vacation:** 100 (140) hours after 3 years' service, 120 (160) hours after 5 years, 140 (180) hours after 10 years, 160 (200) hours after 15 years, 200 (240) after 20 years.

Employees in their last year of work prior to retirement have to work 1,000 hours only to qualify for full vacation entitlement (new).

**Paid Absence Allowance:** Eliminated. Carry over from the previous agreement may still be used. (Previously, 3 days per year.)

**Health and Welfare:** Life Insurance and A.D. & D. - Coverage varies by hourly rate. Effective September 16, 1985, following the \$2.55 COLA fold-in, maximum coverage for Life Insurance increases to \$36,500 (\$30,000) and for A.D. & D. to \$18,250 (\$15,000).

Weekly Indemnity - Benefits are reduced by 25% for employees with less than 1 year's service who are hired or rehired after signing of this agreement. Maternity benefits are now included for up to 16 weeks, for employees who do not qualify for UIC benefits. For employees who are eligible, employer will pay the difference between UIC maternity benefits and 60% of regular wages for 16 weeks.

Hospital/Surgical/Medical - New hires are eligible for coverage after 4 (3) months of service.

Dental Plan - New hires are eligible for coverage after 13 (7) months of service.

Continuation of Benefits - For laid-off employees, health care coverage continues for up to 24 (12) months depending on length of service.

**Pension Plan:** Supplementary Benefit - Effective January 1, 1984, employee who retires early receives \$15 per month per year of service to a maximum of 30 (25) years of service.

Special Allowance - Applies to employee retiring prior to age 65 with 30 or more years of service. Employee has 5 (3) years from the last day worked to apply for Special Allowance.

Earnings Limitation - Effective in 1984, \$6,600 (\$6,000). Effective in 1985, \$7,500. Effective in 1986, \$8,400.

**Special Pension Payment (new):** \$300 lump sum payment for all pensioners on January 1, 1984, 1985 and 1986; \$180 for all surviving spouses on each of these dates. To be increased in the third year, if GM retirees receive an increase in pension benefits in the September 1984 talks, payable after September 30, 1986.

**Safety Shoe Allowance:** \$15.50 (\$8) per pair for 2 pairs per year.

Supplemental Unemployment Benefit Plan: Employer Contribution - \$250,000 immediately to pay past claims and two \$100,000 advances in October 1984 and 1985.

## ELECTRICAL PRODUCTS

Canada Wire and Cable Limited at East York - Local 521, Electrical Workers (UE)  
(CLC): A 24-month renewal agreement effective from September 24, 1983 to September 23, 1985, covering 456 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 24/83	Sept. 24/84
	General Increases	5%	5%
	Labourer	\$10.42-\$10.57 (\$9.92-\$10.07)	\$10.95-\$11.10
	Electrician	\$13.68-\$13.88 (\$13.02-\$13.22)	\$14.37-\$14.57

Probationary period is 50 days worked. Maximum rates are reached after 130 days for Labourer, and after 100 days for Electrician.

Cost of Living Allowance: 1% per 1% rise in the Consumer Price Index - 1971=100, using September, 1983 as the base index month. Adjusted in September, 1984 and paid starting in October, 1984. Triggers at 8% (12%). (Basic formula is unchanged.)

Shift Premium: 0-31¢-43¢ (0-29¢-41¢).

Paid Holidays: Heritage Day, if declared a statutory holiday, will be added for a total of 12 days.

Health and Welfare: Life Insurance and A.D. & D. - Effective November 1, 1983, \$15,000 (\$14,000) coverage.

Weekly Indemnity - Effective November 1, 1983, benefit increases to \$200 (\$190) per week. Effective November 1, 1984, \$210.

Dental Plan - Effective November 1, 1983, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective November 1, 1983, \$12 (\$11) per month per year of service.

Safety Shoe Allowance: Effective November 1, 1983, \$27 (\$25) per year. Effective September 24, 1984, \$29.

## NON-METALLIC MINERAL PRODUCTS

St. Lawrence Cement Inc. (Mississauga Plant, Ogden Point Quarry and Cement Distributing Depots) at Mississauga - Local 366, Cement Workers (AFL-CIO/CLC) (hourly-rated employees): A 24-month renewal agreement effective from October 1, 1983 to September 30, 1985, covering 212 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Oct. 1/83	Oct. 1/84
General Increases		67¢	65¢
Job Class Increment		12¢ (11¢)	
Class 3 (includes Yardman)		\$13.05 (\$12.36)	\$13.70
Class 26 (includes Master Journeyman)		\$16.04 (\$15.12)	\$16.69

Previous rates reflect quarterly COLA fold-ins totalling \$2.43.

Cost of Living Allowance: 1¢ per 0.275 point rise in the Consumer Price Index - 1971=100, using July, 1983 as the base index month. Triggers at 10%. Adjusted and folded-in quarterly, with first and last adjustments effective in October, 1983 and July, 1985. (Previously, no trigger.)

Shift Premium: 0-40¢-60¢ (0-35¢-55¢).

Paid Vacation: 6 weeks (new) after 30 years' service.

Health and Welfare: Life Insurance and A.D. & D. - \$26,000 (\$20,500) coverage.

Weekly Indemnity - Payable on a 1-4-104 (1-4-78) basis.

Vision Care (new) - Employer pays 100% of premium costs. Maximum claim for eyeglasses is \$40 per family member every two years.

Meal Allowance: \$6 (\$5).

Tool Allowance: \$100 (\$72.50) per year for 4th year Automotive Mechanic.

## MINES

Noranda Mines Limited (Geco Division) at Manitouwadge - Federation of Metal Trades, Mines and Chemical Products Union (CNTU) (mine and plant employees): A 24-month renewal agreement effective from August 1, 1983 to July 31, 1985, covering 460 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Feb. 1/84	Aug. 1/84
General Increases		6%	5%
Category 1 (Labourer)		\$11.81 (\$11.14)	\$12.40
Category 11 (includes Miner)		\$13.35 (\$12.59)	\$14.02
Category 20 (Tradesman with ticket)		\$14.73 (\$13.895)	\$15.47

Previous rates reflect \$1.29 COLA fold-in.

Cost of Living Allowance:	1¢ per full 0.35 point change in the Consumer Price Index - 1961=100. One annual adjustment, using June 1984, base index month, compared to June 1985 index. Triggers at 8%. To be calculated and paid in July 1985. (Previously, no trigger and adjusted quarterly.)
Shift Premium:	Effective October 10, 1983, 0-30¢-40¢ (0-28¢-38¢). Effective August 1, 1984, 0-32¢-42¢.
Paid Vacation:	Effective October 10, 1983, 6 weeks after 25 (26) years' service.
Bereavement Leave:	Effective October 10, 1983, 3 days' paid leave upon death of a brother or sister. (Previously, to attend funeral.)
Health and Welfare:	<u>Weekly Indemnity</u> - Effective November 1, 1983, benefit increases to \$250 (\$235) per week, payable on a 1-1-4-52 basis (unchanged). The supplemental benefit of \$125 per week payable for 26 weeks is deleted.  <u>Long Term Disability (new)</u> - Effective November 1, 1983, monthly benefit of \$500 with government offsets.  <u>Vision Care</u> - Effective November 1, 1983, \$50 (\$40) every two years.  <u>Dental Plan</u> - Effective November 1, 1983, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.
Pension Plan:	<u>Future Service Benefit</u> - Benefits increase to \$12 (\$9) per month per year of service between August 1, 1966 and December 31, 1978 and \$15 (\$12) per month per year of service thereafter.
Tool Allowance:	Varies. Maximum \$137.80 (\$130) for Tradesman I, II and III and Repairman I and II.

#### TRANSPORTATION

St. Lawrence Seaway Authority in Ontario and Quebec - Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters employees): Two 12-month extended agreements in accordance with the Public Sector Compensation Restraint Act, effective from January 1, 1984 to December 31, 1984\*, covering 592 Ontario employees.

\* The first year of these extension agreements was reported on page 742 in the December, 1982 Settlements Report.

Wages:	Effective	<u>Jan. 1/84</u>
	General Increase (PSCRA)	5%
	<u>Operations and Maintenance</u> (40 hours per week)	
	Labourer	\$11.32 (\$10.78)

Jan. 1/84

Electrician	\$14.18 (\$13.50)
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Clerical, Technical and Stores  
(37.5 hours per week)

Clerk - Records (Job Class 2)	\$9.78-\$10.80 (\$9.31-\$9.60)
Real Property Agent (Job Class 16)	\$15.65-\$16.12 (\$14.90-\$15.35)

Cost of Living Provision:      Inoperative, as previously.

RETAIL TRADE

Boots Drug Stores (Canada) Ltd., province-wide except the Regional Municipality of Ottawa-Carleton - Locals 486, 206 and 409, Food and Commercial Workers (AFL-CIO/CLC): A 30-month renewal agreement effective from March 6, 1983 to September 7, 1985, covering 970 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Mar. 6/83</u>	<u>Oct. 24/83</u>	<u>Mar. 4/84</u>	<u>Jan. 6/85</u>
	Increases*	35¢	12¢	25¢	44¢
Stock Clerk		\$4.63-\$5.89 (\$4.45-\$5.54)	\$4.69-\$6.01	\$4.82-\$6.26	\$5.04-\$6.70
Sales Clerk		\$4.78-\$6.04 (\$4.60-\$5.69)	\$4.84-\$6.16	\$4.97-\$6.41	\$5.19-\$6.85
Pharmacy Assistant		\$4.93-\$6.69 (\$4.75-\$6.34)	\$4.99-\$6.81	\$5.12-\$7.06	\$5.34-\$7.50

\* Increases are prorated from 50% at the start to 100% at the top of each classification.

Probationary period is 45 calendar days. Maximum rates are reached after two 6-month increases.

Health and Welfare:      Life Insurance and A.D. & D. - Effective January 6, 1985, \$13,000 (\$9,000) coverage.

Dental Plan - Effective October 24, 1984, employer contributes 12¢ (9¢) per hour worked.

Pension Plan:      Employer Contribution - Effective March 4, 1984, 35¢ (25¢) per straight-time hour worked.

EDUCATION AND RELATED SERVICES

Niagara South Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 855 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 0-5 years	\$14,879-\$20,720 (\$14,170-\$19,720)
	Teacher-Category A1 0-12 years	\$19,110-\$33,915 (\$18,200-\$32,300)
	Teacher-Category 4 0-12 years	\$23,741-\$42,641 (\$22,610-\$40,610)
Responsibility Allowances:	Increase by 5%.	

Stormont, Dundas and Glengarry County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 450 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	Increase	5% with a minimum of \$1,000 per year
	Teacher-Class D 0-6 years	\$15,750-\$21,131 (\$14,750-\$20,125)
	Teacher-Class A1 0-12 years	\$19,200-\$33,206 (\$18,200-\$31,625)
	Teacher-Class A4 0-12 years	\$22,864-\$41,265 (\$21,775-\$39,300)
Responsibility Allowances:	Principal Group A 0-4 years	\$4,536-\$6,804 (\$4,320-\$6,480)
	Group B 0-4 years	\$3,402-\$5,670 (\$3,240-\$5,400)
	Vice-Principal 0-4 years	\$2,625-\$4,725 (\$2,500-\$4,500)
	Consultant 0-5 years	\$2,268-\$3,974 (\$2,160-\$3,785)

University of Toronto (Libraries) - Local 1230, Canadian Union of Public Employees (CLC) (non-professional full-time employees): A 12-month agreement effective from July 1, 1983 to June 30, 1984, covering 319 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/83</u>
	General Increase	4.96%*
	Library Technician III	\$15,401-\$16,829 (\$14,673-\$16,034)
	Programmer F	\$31,380-\$34,465 (\$29,897-\$32,836)

\* .04% is diverted from the 5% maximum allowable increase to help fund improved dental benefits.

Probationary period is 90 days worked. Maximum rates are reached after 2 years.

Health and Welfare: Dental Plan - Coverage is based on the 1981 (1980) Ontario Dental Association fee schedule.

#### HEALTH AND WELFARE SERVICES

Baycrest Hospital and Jewish Home for the Aged, Mount Sinai Hospital, Sunnybrook Hospital, Toronto East General and Orthopaedic Hospital, Inc., and Wellesley Hospital at Toronto - Locals 204 and 777, Service Employees International (AFL-CIO/CLC) (office and clerical employees): Five 12-month renewal agreements effective from October 1, 1983 to September 30, 1984, covering 943 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Oct. 1/83</u>
	Increase	5% with a minimum of \$750 per year

#### Sunnybrook Hospital

Grade I (includes Clerk Messenger)	\$7.550-\$8.447 (\$7.190-\$8.045)
Grade VI (includes Health Records Technician)	\$9.194-\$10.092 (\$8.756-\$9.611)

Probationary period is 3 calendar months. Maximum rates are reached after 3 years.

Chedoke-McMaster Hospitals at Hamilton - Local 839, Canadian Union of Public Employees (CLC) (service and paramedical employees): A 12-month agreement effective from September 29, 1983 to September 28, 1984, covering 300 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 29/83</u>
	General Increase	5%
	Housekeeping Aide	\$8.6216-\$8.8376 (\$8.2110-\$8.4168)
	R.N.A.	\$9.7432-\$9.9394 (\$9.2792-\$9.4661)
	Plasterer	\$11.6141-\$11.7886 (\$11.0610-\$11.2272)

Probationary period is 45 days of work. Maximum rates are reached after two annual increases.

Kingston General Hospital - Local 1974, Canadian Union of Public Employees (CLC) (service, office and clerical employees): Three 12-month agreements effective from September 29, 1983 to September 28, 1984, covering 700 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 29/83</u>
	General Increase	5%
	<u>Support Services</u>	
	Housekeeping Aide	\$8.43-\$8.73 (\$8.03-\$8.31)
	R.N.A.	\$9.61-\$9.89 (\$9.15-\$9.42)
	Plasterer	\$11.57-\$11.86 (\$11.02-\$11.29)
	<u>Office</u>	
	<u>Monthly Rates</u>	
	Clerk Typist	\$1,355-\$1,396 (\$1,290-\$1,329)
	Printer (Senior)	\$1,576-\$1,633 (\$1,501-\$1,555)

Probationary period is 45 worked days. Maximum rates are reached after two 6-month increases.

Peterborough Civic Hospital - Local 19, Canadian Union of Public Employees (CLC)  
(service employees): A 12-month agreement effective from September 29, 1983 to September 28, 1984, covering 445 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 29/83</u>
	General Increase	5%
	Housekeeping Aide	\$8.61-\$9.06 (\$8.20-\$8.63)
	R.N.A.	\$9.33-\$9.93 (\$8.89-\$9.46)
	Electrician	\$11.35-\$12.09 (\$10.81-\$11.51)

Probationary period is 45 days of work or 337.5 hours. Maximum rates for Housekeeping Aide are reached after one annual increase and for R.N.A. and Electrician after two annual increases.

Riverdale Hospital at Toronto - Local 79, Canadian Union of Public Employees (CLC)  
(service, office and clerical employees): A 12-month agreement effective from September 29, 1983 to September 28, 1984, covering 450 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 29/83</u>
	General Increase	5%
	Maid	\$8.50-\$8.80 (\$8.10-\$8.38)
	R.N.A.	\$9.31-\$9.93 (\$8.86-\$9.46)
	Chef	\$10.32-\$10.93 (\$9.83-\$10.41)

Probationary period is 45 days or 337.5 hours of work. Maximum rate for Maid is reached after one 3-month increase, for R.N.A. and Chef after one 3-month and two 12-month increases.

Royal Ottawa Hospital - Local 942, Canadian Union of Public Employees (CLC) (service, office and clerical employees): A 12-month agreement effective from September 29, 1983 to September 28, 1984, covering 250 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 29/83</u>
	General Increase	5%

	<u>Sept. 29/83</u>
Housekeeping Aide	\$8.64-\$9.00 (\$8.23-\$8.57)
R.N.A.	\$9.40-\$9.93 (\$8.95-\$9.46)
Electrician	\$12.52-\$13.01 (\$11.92-\$12.39)

Probationary period is 45 days or 337.5 hours of work. Maximum rates for Housekeeping Aide and R.N.A. are reached after three annual increases and for Electrician, after one annual increase.

Scarborough General Hospital - Local 1487, Canadian Union of Public Employees (CLC)  
(service and paramedical employees): A 12-month agreement effective from September 29, 1983 to September 28, 1984, covering 445 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 29/83</u>
	General Increase	5%
	Aide	\$8.745-\$8.865 (\$8.329-\$8.443)
	R.N.A.	\$9.640-\$9.934 (\$9.181-\$9.461)
	Journeyman Electrician	\$12.009-\$12.259 (\$11.437-\$11.675)

Probationary period is 45 days of work. Maximum rates for Aide and Journeyman Electrician are reached after one annual increase and for R.N.A. after two annual increases.

Toronto Western Hospital - Local 1744, Canadian Union of Public Employees (CLC)  
(service employees): A 12-month contract extension effective from September 29, 1983 to September 28, 1984, covering 590 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 29/83</u>
	General Increase	5%
	General Help - Light	\$8.587-\$8.857 (\$8.178-\$8.435)
	R.N.A.	\$9.472-\$9.940 (\$9.021-\$9.467)
	Electrician	\$12.052-\$12.366 (\$11.478-\$11.777)

Probationary period is 45 days of work. Maximum rates for General Help - Light and Electrician are reached after one year and for R.N.A. after three annual increases.

Niagara Regional Municipality (Homes for Senior Citizens) at Niagara Falls, Port Colborne, St. Catharines and Welland - Local 1263, Canadian Union of Public Employees (CLC): A 12-month agreement effective from October 1, 1983 to September 30, 1984, covering 500 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Oct. 1/83</u>
	General Increase	5%
	Housekeeping Aide	\$8.09-\$8.25 (\$7.70-\$7.86)
	Stationary Engineer	\$10.38-\$10.67 (\$9.89-\$10.16)

Probationary period is 60 calendar days for full-time employee and 40 full worked days for part-time. Maximum rates are reached after one 6-month increase.

#### LOCAL ADMINISTRATION

York City Corporation, Works Department and Parks and Recreation Department - Local 10, Canadian Union of Public Employees (CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 240 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	3%*
	Labourer (Ordinary)	\$9.73-\$10.09 (\$9.45-\$9.80)
	Machinist	\$12.71 (\$12.34)

Maximum rate for Labourer is reached upon completion of the 3-month probationary period.

- \* An arrangement between the Inflation Restraint Board and the employer on October 19, 1983 allowed the previous settlement to remain at 12.5% rather than reducing it to 9% and resulted in a 3% increase in the control year.

#### CONSTRUCTION

Pipe Line Contractors Association of Canada - International Operating Engineers (AFL-CIO/CFL) (Distribution Systems Agreement): A 24-month renewal agreement effective from May 1, 1983 to April 30, 1985, covering 200 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

	Effective	May 1/83	May 1/84
	Package Increases	\$1.41	95¢ for Intermediate Operator; \$1.02 for Principal Operator
Wages:	Increases	\$1.19	71¢ for Apprentice; 86¢ for Intermediate Operator; 93¢ for Principal Operator
	Intermediate Operator	\$14.41 (\$13.22)	\$15.27
	Principal Operator	\$15.46 (\$14.27)	\$16.39
Paid Holidays:	Remembrance Day is deleted for a total of 9 days.		
Welfare Fund:	Employer contributes 40¢ (30¢) per hour worked.		
Training Fund:	Employer contributes 13¢ (5¢) per hour.		
Promotion Fund:	Employer contributes 10¢ (5¢) per hour.		

Pipe Line Contractors Association of Canada - International Operating Engineers (AFL-CIO/CFL) (Mainline Pipeline Agreement): A 24-month renewal agreement effective from May 1, 1983 to April 30, 1985, covering 500 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 month.

	Effective	May 1/84
Wages:	Package Increase	\$1.60 for Intermediate Operator and Principal Operator Group I
	Increases	10¢ for Apprentice Operator and Principal Operator - Group II; \$1.37 for Intermediate Operator and Principal Operator - Group I
	Intermediate Operator	\$19.62 (\$18.25)
	Principal Operator - Group I	\$21.37 (\$20.00)
Welfare Fund:	Employer contributes 40¢ (30¢) per hour worked.	
Training Fund:	Employer contributes 13¢ (5¢) per hour.	
Promotion Fund:	Effective May 1, 1984, employer contributes 10¢ (5¢) per hour.	

ADDENDUM

December 1982 Settlement

FEDERAL ADMINISTRATION

National Research Council of Canada - Research Council Employees' Association (Ind.)  
(clerical and regulatory group): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement covering 357 employees, effective from April 26, 1982 to December 18, 1983, is amended and extended from December 20, 1982 to December 16, 1984 as revised in December, 1982.

Wages:	Effective	<u>Dec. 20/82</u>	<u>Dec. 19/83</u>
	General Increases (PSCRA)	6%	5%
	CR-Level 1	\$12,240-\$13,713 (\$11,548-\$12,937)	\$12,852-\$14,399
	CR-Level 7	\$27,607-\$30,230 (\$26,044-\$28,519)	\$28,987-\$31,742

For details of previous agreement, see page 153 of the March, 1982 Report.

May 1983 Settlement

CONSTRUCTION

Greater Windsor Home Builders Association - Local 6, Bricklayers, Local 793,  
International Operating Engineers, Local 1494, Painters  
(AFL-CIO/CFL), Local 494, Carpenters, Local 625, Labourers  
(AFL-CIO) and Local 880, Teamsters (Ind.): Six 24-month renewal agreements effective from May 1, 1983 to April 30, 1985, covering 1,777 employees, settled at the bargaining stage in May, 1983. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 1/83</u>	<u>May 1/84</u>
	<u>Labourers, Local 625</u>		
	General Increases	99¢	\$1.05
	Experienced Labourer	\$15.13 (\$14.14)	\$16.18
	Skilled Labourer	\$15.23 (\$14.24)	\$16.28

	<u>Nov. 1/83</u>	<u>May 1/84</u>
<u>Carpenters, Local 494</u>		
Increases	60¢-61¢	\$1.02
Carpenter-Resilient Floor and Carpet Layers	\$14.83 (\$14.23)	\$15.85
Carpenter-All Others	\$15.61 (\$15.00)	\$16.63
Welfare Fund:	Employer contributes \$1.07 (92¢) per hour worked.	
Pension Fund:	Employer contributes \$1.00 (80¢) per hour worked.	
Board Allowance:	\$76.80 (\$73.15) per week for employee who is sent out of the municipality in which he resides to do work and who is required by employer to remain out of such municipality.	
Travel Allowance:	<u>Essex County</u> - \$5.65 (\$5.39) per day when required to work in an area outside the free zone up to a distance of 20 miles in any direction. \$10.75 (\$10.23) per day for work outside the 20 mile limit, to the boundaries of Essex County.  <u>Kent County</u> - \$5.65 (\$5.39) per day when required to work outside the 5-mile limit anywhere within the boundary of Kent County.  34¢ per mile or 21¢ per kilometer for employee who is required to travel from Essex County to Kent County or from Kent County to another county (unchanged).	

July 1983 Settlement

EDUCATION AND RELATED SERVICES

<u>Perth County Board of Education - Ontario Secondary School Teachers' Federation</u>		
(Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 280 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in July 1983.		
Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category 1 0-11 years	\$19,390-\$33,250 (\$18,467-\$31,667)
	Teacher-Category 4 0-11 years	\$23,268-\$42,326 (\$22,160-\$40,310)
	Vice-Principal 0-2 years	\$46,665-\$49,670 (\$44,443-\$47,305)
	Principal 0-2 years	\$53,612-\$56,640 (\$51,059-\$53,943)

Previous rates reflect increases of approximately 10% for Teacher and 9.5% for Principal and Vice-Principal on September 1, 1982, applied to a salary schedule revised on March 1, 1982.

Responsibility Increase by 5%.  
Allowances:

### August 1983 Settlement

#### EDUCATION AND RELATED SERVICES

Lennox and Addington County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 230 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in August, 1983.

Wages:	Effective	Sept. 1/83
	General Increase	5%
	Teacher-Category D 0-6 years	\$15,047-\$20,692 (\$14,330-\$19,707)
	Teacher-Category A1 0-11 years	\$19,436-\$32,379 (\$18,510-\$30,837)
	Teacher-Category A4 0-11 years	\$23,282-\$40,539 (\$22,173-\$38,609)

Responsibility Increase by 5%.  
Allowances:

### September 1983 Settlements

#### TRANSPORTATION EQUIPMENT

Arvin Automotive of Canada Ltd. in Vaughan Township - Local 8341, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 29, 1983 to October 28, 1986, covering 250 employees, settled at the conciliation officer stage and ratified in September, 1983. Duration of negotiations- 2 months.

Wages:	Effective	Oct. 29/83	Oct. 29/84	Oct. 29/85
	COLA Fold-in	32¢		
	General Increases	65¢	55¢	60¢
	Skilled Trades Adjustments	20¢	20¢	10¢

	<u>Oct. 29/83</u>	<u>Oct. 29/84</u>	<u>Oct. 29/85</u>
Additional Adjustment	Electro-Mechanical Technician classification added		
General Help and Machine Operator	\$8.72-\$8.96 (\$7.75-\$7.99)	\$9.27-\$9.51	\$9.87-\$10.11
Tool Maker	\$11.40-\$11.72 (\$10.23-\$10.55)	\$12.15-\$12.47	\$12.85-\$13.17

Previous rates reflect 28¢ COLA fold-in on October 29, 1982.

Probationary period is 60 working days. Maximum rates for trainees, group leader and skilled trades, excluding Tool Maker, are reached with 25¢ increases every three months, and for all others, after three months' service. (Previously, 10¢ increases every 6 months for trainees and every 3 months for all others to maximum rates.)

Lump Sum Payment:	\$185 for each employee who has completed his probationary period as of September 28, 1983.
Cost of Living Allowance:	Inoperative. (Previously, 1¢ per full 0.4 point change in the Consumer Price Index - 1971=100, using March, 1982 as the base index month. Adjusted and paid quarterly with first and last adjustments effective on July 15, 1982 and October 15, 1983. Folded into hourly rate at the end of each agreement year.)
Shift Premium:	0-30¢-35¢ (0-30¢-30¢).
Health and Welfare:	<u>Continuation of Coverage</u> - Employer continues to pay its share of benefits for eligible employees on maternity leave and those drawing weekly indemnity benefits (new).  <u>Lifeline Foundation</u> - Employer will donate \$700 (\$600) prior to July 1, 1984, \$800 prior to July 1, 1985 and \$900 prior to July 1, 1986 for employee rehabilitation through the United Steelworkers' administered plan concerning alcohol and drug abuse.
Pension Plan:	<u>C.W.I.P.P. Plan (Canada-Wide Industrial Pension Plan)</u> - Effective October 29, 1984, employer contributes 15¢ (10¢) per hour worked. Effective October 29, 1985, 20¢.

## EDUCATION AND RELATED SERVICES

Hastings County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 630 employees, revised subject to the provisions of the Inflation Restraint Act, 1982, and implemented in September, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category D 0-6 years	\$15,232-\$21,112 (\$14,507-\$20,107)
	Teacher-Category A1 0-11 years	\$19,037-\$32,884 (\$18,130-\$31,318)
	Teacher-Category A4 0-14 years	\$22,016-\$41,469 (\$20,968-\$39,494)
	Principal	
	B School	\$42,575-\$45,780 (\$40,548-\$43,600)
	A School	\$44,864-\$48,069 (\$42,728-\$45,780)
Responsibility Allowances:	Principal of a Designated School	\$3,092 (\$2,945)
	Vice Principal	
	Non-Graduate	\$2,100 (\$2,000)
	Graduate	\$3,360 (\$3,200)
	Co-ordinator - Instructional Media	\$1,050-\$3,150 (\$1,000-\$3,000)

Hastings County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 481 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in September, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teacher-Category 1 0-11 years	\$20,539-\$33,114 (\$19,561-\$31,537)
	Teacher-Category 4 0-13 years	\$24,312-\$42,056 (\$23,154-\$40,053)
	Vice-Principal	\$47,210-\$48,927 (\$44,962-\$46,597)
	Principal	\$53,162-\$56,366 (\$50,630-\$53,682)
Cost of Living Provision:	Inoperative, as previously.	
Responsibility Allowances:	Department Head	\$2,835 (\$2,700)
	Acting Department Head	\$1,890 (\$1,800)
	Assistant Department Head and Co-ordinator of Student Activities	\$1,418 (\$1,350)

McMaster University at Hamilton - Local 6, Canadian Union of Educational Workers

(Ind.): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 1,200 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in September, 1983.

Wages:	Effective	<u>Sept. 1/83</u>
	General Increase	5%
	Teaching Assistantship (Undergraduate)	\$6.13 (\$5.84)
	Teaching Assistantship (Degree, non-graduate or part-time graduate)	\$8.18 (\$7.79)
	Teaching Assistantship or Research Assistantship (Graduate or Qualifying Year)	\$20.01 (\$19.06)

Negotiations in Progress during October 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
Arrowhead Metals Ltd., Etobicoke	Auto Workers (CLC)	380	PCB
Avon Sportswear, Toronto	United Garment Workers (AFL-CIO/CLC)	220	CO
BCL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	275	MED
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	RL
Butler Metal Products Co. Ltd., Cambridge	Auto Workers (CLC) (production, maintenance and service empls.)	400	B
C & C Yachts Manufacturing Ltd., Niagara-on-the-Lake	Carpenters (AFL-CIO)	219	CO
Canada Packers Ltd. (Beardmore Div.), Halton Hills	Food and Commercial Workers (AFL-CIO/CLC)	325	CO
Canadian Fabricated Products Ltd., Stratford	Auto Workers (CLC)	1,000	B
Canadian Standards Assn., Toronto	CUPE (CLC)	350	CO
Canteen of Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	300	B
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	579	B
Chromasco Ltd., Haley	United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	325	B
Colonial Cookies (Div. of Beatrice Intl.), Kitchener	Food and Commercial Workers (AFL-CIO/CLC)	300	B
Computing Devices Co., Oshawa	Salaried Employees Alliance (Ind.)	400	B
DRG Packaging Ltd., Toronto	Graphic Communications (AFL-CIO/CLC)	400	MED/WS
Decor Metal Products Ltd., Midland	Auto Workers (CLC)	449	MED
Dufferin-Peel Roman Catholic Separate School Board	CUPE (CLC)	450	B
Eastern Ontario Children's Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	467	CO
E.B. Eddy Forest Products Ltd. (Wood Products Div.), Nairn	Cdn. Paperworkers (CLC)	210	MED
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CFL)	664	MED

\*See page 567 for definition of codes

Negotiations in Progress during October 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Emco Ltd., London	United Steelworkers (AFL-CIO/CLC)	240	ME
Esselte Pendaflex Canada Inc., Toronto	Graphic Communications (AFL-CIO/CLC)	225	CO
Falconbridge Nickel Mines, Falconbridge	United Steelworkers (AFL-CIO/CLC)	420	PCB
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	460	B
Fortune Footwear (Div. of Susan Shoe Industries Ltd.), Hamilton	United Textile Workers (AFL-CIO/CLC)	300	CO
Frankel Steel Ltd., Milton	United Steelworkers (AFL-CIO/CLC)	325	B
General Tire Canada Ltd., Tire Div., Barrie	Rubber Workers (AFL-CIO/CLC)	614	MED/W
Greb Industries Ltd. (Div. of Warrington Inc.), Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	240	B
Haley Industries Ltd., Haley	United Steelworkers (AFL-CIO/CLC)	320	CO
Hammond Manufacturing Co. Ltd., Guelph and Puslinch	Employees' Assn. (Ind.)	530	RL
Hussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	366	B
Imperial Leaf Tobacco of Canada Ltd., Aylmer	Energy and Chemical Workers (CLC)	500	B
Inglis Ltd., Mississauga	Electrical Workers (IUE) (CLC)	380	B
Keeprite Inc., Brantford	Employees' Assn. (Ind.)	375	B
Lakehead Terminal Elevators Assn. - Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	PCB
Livingston Industries Ltd., Hagersville, London and Toronto	Woodworkers (AFL-CIO/CLC)	500	CO
McDonnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC) (office and clerical empls.)	323	MED

\*\* Federal jurisdiction

Negotiations in Progress during October 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
McDonnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC) (production empls.)	2,277	MED
McGregor Hosiery Mills, Toronto	Textile and Chemical Union (CCU)	270	MED
Black Canada Inc., Oakville	Machinists (AFL-CIO/CLC)	220	CO
Men's Clothing Manufacturers Assn. of Ontario, Hamilton and Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	3,000	B
Metropolitan Toronto Municipality (Homes for the Aged)	CUPE (CLC) (part-time empls.)	816	RL
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	700	B
Ontario Heavy Construction Assn.	Carpenters (AFL-CIO)	500	B
Oshawa City Corp.	CUPE (CLC)	217	RL
Port Arthur Shipbuilding Co., Thunder Bay	United Steelworkers (AFL-CIO/CLC)	300	MED/WS
Quaker Oats Co. of Canada Ltd., Peterborough	Food and Commercial Workers (AFL-CIO/CLC)	330	CO
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	302	RL
Ross Memorial Hospital, Lindsay	CUPE (CLC)	293	RL
Storwal International Inc., Pembroke	United Steelworkers (AFL-CIO/CLC)	275	B
Susan Shoe Industries Ltd., Hamilton	Food and Commercial Workers (AFL-CIO/CLC)	320	B
Tonka Corp. Canada Ltd., Mississauga	Molders (AFL-CIO/CLC)	300	B
Travelways School Transit Ltd. (Markham Div.)	Railway, Transport and General Workers (CLC)	200	MED
Union Gas, southwestern Ontario	Energy and Chemical Workers (AFL-CIO/CLC), (hourly rated, maintenance and office empls.)	1,135	B
United-Carr, Div. of TRW Canada Ltd., Brantford	Auto Workers (CLC)	459	B
Voyageur Colonial Ltd., Ottawa	Railway, Transport and General Workers (CLC)	470	B

Negotiations in Progress during October 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Waterloo County Board of Education	Custodian and Maintenance Assn. (Ind.)	415	B
Weston Bakeries Ltd., Kitchener	Retail, Wholesale Employees (AFL-CIO/CLC)	220	B
Weyerhaeuser Canada Ltd., Sault St. Marie	Woodworkers (AFL-CIO/CLC)	200	B

More Than One Province

Kimberly-Clark of Canada Ltd., Rexdale, Ont. and St. Hyacinthe, Que.	Cdn. Paperworkers (CLC)	400	B
Maple Leaf Mills Ltd., Port Colborne and Toronto, Ont., Calgary and Medicine Hat, Alta. and Winnipeg, Man.	Food and Commercial Workers (AFL-CIO/CLC)	500	B

Negotiations in Progress during October 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- RL - Restraint Legislation
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in November 1983

Employer and Location	Union	No. of Empls.
Arrowhead Metals Ltd., Etobicoke	Auto Workers (CLC)	380
Canadian Broadcasting Corp., province-wide	Newspaper Guild (AFL-CIO/CLC)	440
Cyanamid Canada Inc., Welland Plant, Niagara Falls	Energy and Chemical Workers (CLC)	450
Decor Metal Products Ltd., Midland	Auto Workers (CLC)	449
Greb Industries Ltd. (Div. of Warrington Inc.), Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	240
Hussmann Store Equipment Ltd., Brantford	Auto Workers (CLC)	366
Lake Ontario Cement Ltd. (Plant, Quarry and Packhouse), Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	252
Lily Cups Ltd., Toronto	Graphic Communications (AFL-CIO/CLC)	495
Maple Leaf Mills Ltd., Port Colborne and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	500
Men's Clothing Manufacturers Assn. of Ontario, Hamilton and Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	3,000
Property Management Services Organization, Toronto	Labourers (AFL-CIO)	250
Susan Shoe Industries Ltd., Hamilton	Food and Commercial Workers (AFL-CIO/CLC)	320
Voyageur Colonial Ltd., Ottawa	Railway Transport and General Workers (CLC)	470
Weston Bakeries Ltd., Kitchener	Retail, Wholesale Employees (AFL- CIO/CLC)	220
Weyerhaeuser Canada Ltd., Sault Ste Marie	Woodworkers (AFL-CIO/CLC)	200

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Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
NOVEMBER 1983



RESEARCH BRANCH  
ONTARIO MINISTRY OF LABOUR



## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in November 1983 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in November 1983. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in December 1983.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour.



## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	569
November 1983 Settlements	
Leather .....	571
Knitting Mills.....	572
Clothing .....	573
Wood .....	573
Paper and Allied .....	574
Primary Metal .....	576
Metal Fabricating .....	577
Electrical Products .....	581
Chemical and Chemical Products .....	583
Miscellaneous Manufacturing .....	584
Communication .....	584
Education and Related Services .....	585
Health and Welfare Services .....	586
Addendum	
February 1983 Settlement .....	587
June 1983 Settlements .....	587
Negotiations in Progress during November 1983	
Covering 200 or More Employees .....	590
Collective Bargaining Agreements Covering 200 or	
More Ontario Employees Expiring in December 1983 .....	594



## Highlights

Electrical Products Industry Settlements. With the signing of three renewal agreements finalized in November, the 1983 major contract negotiations in the Ontario electrical products industry are nearly completed. The current bargaining round has been strongly influenced by the economic state of the industry which seriously deteriorated during the 1981-82 recession. In order to lessen their financial losses, the manufacturers have been forced to curtail production, reduce some plants to a service status, permanently shut down unprofitable divisions, consolidate remaining operations and lay off staff. As a result, the companies entered the economic recovery period with leaner, more efficient operations, but with a greatly reduced work force. These developments heightened the union's concerns about unemployment, resulting not only from the recession, but also from rapid technological advances and an ever-increasing competitive market for electronic products. The prevailing economic climate exercised its own restraint on the strike activity and put a downward pressure on wage settlements which were dictated more by the financial state of a company than the employers' attempts to conform with governmental guidelines.

The largest of the three contract settlements, in terms of the number of employees covered, involved 831 members of the International Brotherhood of Electrical Workers (IBEW) at the electronic, metal and furniture manufacturing facilities of Electrohome Ltd. in Kitchener. The three divisions, which in the past employed over 1,200 workers, sustained large financial losses in 1983 mainly due to a downturn in video display sales and a changing world market for computer terminal displays. In effect, about one-third of the employees were permanently laid off and, in early 1983, the plant was put on a reduced work schedule, including a work-share program subsidized by the federal government. In line with slow business prospects, the company offered the remaining 643 active and 188 inactive workers a two-year contract which, in the furniture division called for a one-year wage freeze followed by a 20 cents per hour increase in October 1984. In the remaining two divisions, the workers were offered a general wage increase of 20 cents per hour in the first year and a further 30 cents in the second. The proposed agreement, to replace the previous one that expired September 30, 1983, was rejected by the workers, who at the same time voted to strike if necessary to obtain a better wage increase that was uniform for all divisions.

The new contract at the Kitchener plant was eventually worked out with mediation assistance and was approved by the IBEW members in early November. Its terms were similar to a settlement accepted five months earlier by 334 members of the United Auto Workers (UAW) at the Electrohome's motor plant in Cambridge, although the latter pact, ending May 31, 1984, covered only a one-year term. The UAW agreement provided a general wage increase of 30 cents per hour, or an average of less than 4 per cent, plus special adjustments for certain tradesmen and stock handlers. [See pp. 322-323 of the June 1983 issue of this report for more details.] The two-year Kitchener agreement included general wage increases of 30 cents per hour in each of the successive years, a 2-cent increase in shift premiums and some improvements in other benefits comparable to those gained by the Cambridge plant workers.

Meanwhile, the International Union of Electrical, Radio and Machine Workers (IUE) negotiated a new settlement covering 392 hourly-rated employees at the Mississauga plant of Inglis Ltd., previously owned by Canadian Admiral Corporation. Following the collapse of Admiral in November 1981, Inglis purchased the assets of the giant appliance manufacturer, including its plants in Mississauga and Cambridge, Ont. and Montmagny, Que. However, the sale and the return of about 600 of the 2,400 former Admiral employees to work at the Mississauga and Montmagny plants were conditional on a satisfactory agreement with the unions representing the workers. As a consequence, the present contract at the Montmagny stove plant, which was scheduled to expire March 14, 1982, was renewed for a two-year term. At the Mississauga plant, the employees agreed to extend the existing contract until October 14, 1983. The six-month extension settlement clarified the recall procedure and included an additional wage increase of 10 cents per hour to compensate for the longer term.

The production at the Mississauga plant resumed on May 3, 1982, initially with 260 hourly-rated employees and prospects of recalling additional workers before the year end. By the time the IUE contract opened up for renewal, however, of the 392 workers covered about 100 still were on the recall list. The new three-year agreement was concluded in direct talks. Its terms included a three-stage general wage increase totalling \$1.65 per hour (or about 15.4 per cent over three years), with the first installment of 60 cents effective October 16, 1983. Also improved from the old contract were such items as life insurance and dental plan coverage, employer contributions to the union administered pension plan and safety shoe allowances.

The Cambridge plant, which once employed 400 IUE members, remained closed. Nevertheless, in early 1983 Inglis announced that its household dryer manufacturing will be moved over the next two years from Toronto to Cambridge. The relocation is expected to create about 250 hourly-rated jobs at Cambridge with a comparable job cut at the Toronto appliance plant.

The remaining major settlement, ratified at the end of November, involved Hammond Manufacturing Company and its 530 plant and distribution employees in Guelph represented by the employees' association. The new two-year agreement, to succeed one that expired September 30, 1983, was settled in direct talks. It provided in the first year a wage increase of 5 per cent for workers at the electric and power supply divisions and a 3 per cent raise for those at the electronic division. Effective in the second year, the first group is to receive a minimum wage increase of 6 per cent, while the electronic workers' wages are to be increased by 2 per cent. In both instances, the second year increases are to be supplemented by cost-of-living payments triggered at 6 per cent. The eventual adjustments of 1 per cent for a 1 per cent rise in the CPI are to be folded into the wage rates. Other changes included a 2-cent increase in shift premiums each year, a higher vacation bonus and an upgraded dental fee schedule. The parties also agreed to reduce starting rates for newly-hired employees from 88 per cent of job rates to 85 per cent as of October 1, 1983 and to 83 per cent a year later.

The only major 1983 bargaining situation that remained unsettled by the year end in the electrical products sector, involved about 450 IUE members at the Federal Pioneer plant in Toronto. The talks, aimed at a settlement to renew the agreement that expired October 31, 1983, have been conducted with the help of a conciliator since early December.

Index to Settlements Reported, November 1983

Employer and Location	Union	Page
Arrowhead Metals Ltd., Toronto	Auto Workers (CLC)	576
CL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	583
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	587
Butler Metal Products, Div. of Guthrie Canadian Investments Ltd., Cambridge	Auto Workers (CLC)	577
Canada Packers Inc., Beardmore Div., Halton Hills, (Acton)	Food and Commercial Workers (AFL-CIO/CLC)	571
Canadian Broadcasting Corp., system-wide	Newspaper Guild (AFL-CIO/CLC)	584
Cora Ltd., Barrie	Clothing and Textile Workers (AFL-CIO/CLC)	573
DRG Packaging (Div. of DRG Inc.), Toronto	Graphic Communications Union (AFL-CIO/CLC)	575
Decor Metal Products, Midland	Auto Workers (CLC)	579
Officerin-Peel Roman Catholic Separate School Board	CUPE (CLC)(maintenance, services and plant operations empls.)	585
Electrohome Ltd., Kitchener	Electrical Workers (IBEW) (AFL-CIO/CFL)	581
Imco Ltd., London	United Steelworkers (AFL-CIO/CLC)	580
Fortune Footwear, Div., of Susan Shoe Industries Ltd., Hamilton	United Textile Workers (AFL-CIO/CLC)	571
Hammond Manufacturing Co. Ltd., Guelph and Puslinch	Employees' Assn. (Ind.)	582
Ingilis Ltd., Mississauga	Electrical Workers (IUE)(AFL-CIO/ CLC)	581
Kimberly-Clark of Canada Ltd., Rexdale Plant, Etobicoke, Ont., and St. Hyacinthe, Que.	Cdn. Paperworkers (CLC)	574
Livingston Export Packing Inc. and Livingston Distribution Centres Inc., Hagersville, London and Tillsonburg	Woodworkers (AFL-CIO/CLC)	573
McGregor Hosiery Mills, Toronto	Textile & Chemical Union (CCU)	572
North York General Hospital	CUPE (CLC)(service empls.)	586

Index to Settlements Reported, November 1983

Employer and Location	Union	Page
Ontario Carpentry Contractors Assn.	Carpenters (AFL-CIO)(Residential Sector)	589
Ross Memorial Hosipital, Lindsay	CUPE (CLC)(service, office and clerical and paramedical empls.)	586
TRW Canada Ltd., Carr Div., Brantford	Auto Workers (CLC)	578
Tonka Corp. Canada Ltd., Mississauga	Molders (AFL-CIO/CLC)	584
University of Toronto (Libraries)	CUPE (CLC)(non professional, part-time and seasonal/temporary empls.)	585
Walbar of Canada Inc., Mississauga	United Steelworkers (AFL-CIO/CLC)	587

LEATHER

Canada Packers Inc., Beardmore Division at Halton Hills (Acton) - Local 0479P, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 18, 1983 to July 17, 1985, covering 316 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 18/83</u>	<u>Nov. 7/83</u>	<u>July 18/84</u>
	General Increases	50¢		50¢
	Additional Adjustments	59¢ for Licensed Tradesman A	Restructuring of wage schedule	
	Group A (Category 6 includes Dry Floor Labour)	\$8.40 (\$7.90)	\$8.40	\$8.90
	Licensed Tradesman A (Category 31)	\$10.49 (\$9.40)	\$10.49	\$10.99

Health and Welfare: Weekly Indemnity - Effective November 7, 1983, benefit increases to \$195 (\$180) per week. Effective July 18, 1984, \$205 per week.

OHIP - Employer contributes 100% of current premium costs providing benefits of \$23 per month single coverage and \$46 per month married, (unchanged) plus up to an additional \$5 (\$3) per month single and \$10 (\$6) per month married should premiums be increased.

Dental Plan - Effective January 1, 1984, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule.

Safety Shoe Allowance: Effective November 1, 1983, \$25 (\$20) per pair per year.

Fortune Footwear, Division of Susan Shoe Industries Limited at Hamilton - Local 369, United Textile Workers (AFL-CIO/CLC): A 22-month renewal agreement effective from November 18, 1983 to September 4, 1985, covering 308 employees, settled with mediation assistance. Duration of negotiations - 5 months. Previous agreement expired September 3, 1983.

Wages:	Effective	<u>Nov. 18/83</u>	<u>Dec. 4/84</u>
	Increases	20¢	15¢ to Base Rates; 20¢ to Class Rate Factors

	<u>Nov. 18/83</u>	<u>Dec. 4/84</u>
<u>Base Rates</u>		
Injection Molding	\$5.20 (\$5.00)	\$5.35
Tractor Driver	\$7.65 (\$7.45)	\$7.80
Settlement Pay:	\$88, less \$1.60 per day not worked between September 3, 1983 and November 18, 1983.	
Cost of Living Provision:	Inoperative. (Previously, for incentive employees only, 3¢ per 1% increase in the Consumer Price Index - 1971=100. Triggered at 10%. Adjusted quarterly. Formula did not trigger.)	
Paid Vacation:	3 weeks after 8 (10) years' service.	
Health and Welfare:	<u>Weekly Indemnity</u> - 4 weeks maximum at \$80 (\$72) per week after 3 months' service, 13 weeks at \$80 (\$72) per week after 1 year and 13 weeks at \$130 (\$120) per week after 5 years.  <u>Dental Plan</u> - Coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Maximum benefit is \$1,700 (\$1,500) per year.	

#### KNITTING MILLS

<u>McGregor Hosiery Mills at Toronto - Local 590, Textile and Chemical Union (CCU):</u>			
A 24-month renewal agreement effective from October 23, 1983 to October 22, 1985, covering 270 employees, settled with mediation assistance. Duration of negotiations - 2 months.			
Wages:	Effective	<u>Oct. 23/83</u>	<u>Oct. 23/84</u>
	General Increases	15¢	15¢
	Skilled Trades Adjustments	10¢ for Labour Grades VIII, IX and X; 15¢ for Labour Grades XI and XII	10¢ for Labour Grades VIII, IX and X; 15¢ for Labour Grades XI and XII
	Labour Grade I (includes Finisher)	\$5.55 (\$5.40)	\$5.70
	Labour Grade XII (Tool and Die Maker "A")	\$12.60 (\$12.30)	\$12.90
<u>Probationary Rates</u> - \$4.15 (\$4.00) until completion of a probationary period of 60 days worked. Effective October 23, 1984, \$4.30.			

Health and Welfare: OHIP - Employer pays 100% (75%) of premium costs for employees with 12 months' service.

#### CLOTHING

Corah Limited at Barrie - Local 1937, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1984 to December 31, 1984, covering 235 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages: Effective Jan. 1/84

Increases \$10.90 to graded employees;  
5% or \$10.90, whichever is greater, for indirect employees

#### Weekly Rates

Operative Grade D	\$208.90 (\$198.00)
Mechanic	\$200-\$480* (\$286-\$440)

\* Wage range is expanded to include Trainee Mechanic.

Probationary period is 60 working days. Maximum rate for Mechanic is reached on merit.

Health and Welfare: OHIP - Employer pays 95% (75%) of premium costs.

#### WOOD

Livingston Export Packing Inc. and Livingston Distribution Centres Inc., formerly Livingston Industries Limited and Livingston Distribution Centre Limited at Hagersville, London and Tillsonburg - Locals 2-342, 2-89 and 2-167, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1983 to October 31, 1985, covering 653 employees\*, settled at the conciliation officer stage. Duration of negotiations - 1 month.

\* Includes 211 employees currently on lay-off status.

Wages:	Effective	<u>Jan. 1/84</u>	<u>Nov. 1/84</u>	<u>May 1/85</u>
	General	25¢*	25¢	10¢
	Increases			
	Sweeper	\$7.34 (\$7.09)	\$7.59	\$7.69

	<u>Jan. 1/84</u>	<u>Nov. 1/84</u>	<u>May 1/85</u>
Crane Operator	\$8.54	\$8.79	\$8.89
- Licensed	(\$8.29)		

Starting Rates - For Groups 1 to 4, \$7.03 (\$6.78), except \$7.53 (\$7.28) for the Warehouse Division at London, until completion of 28 calendar days. Effective November 1, 1984, \$7.28 and \$7.78 respectively. Effective May 1, 1985, \$7.38 and \$7.88 respectively.

\* Includes 15¢ fold-in of the Attendance Bonus, which is eliminated effective December 31, 1983.

Cost of Living Allowance:

\$1.27 COLA continues to float.

Inoperative in the first contract year. Effective in the second year, 1¢ per 0.4 point rise in the Consumer Price Index - 1981 (1971) =100, using October 1984 as the base index month. Adjusted monthly. Triggers at 5%.

Health and Welfare:

Weekly Indemnity - Effective November 1, 1984, benefit increases to \$200 (\$180) per week.

Dental Plan - Effective January 1, 1985, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

#### PAPER AND ALLIED

Kimberly-Clark of Canada Ltd., Rexdale Plant at Etobicoke, Ontario, and St. Hyacinthe, Quebec, - Locals 307 and 933, Canadian Paperworkers (CLC): Two 36-month renewal agreements effective from May 1, 1983 to April 30, 1986, covering 400 Ontario employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:

	<u>Effective</u>	<u>May 1/83</u>	<u>May 1/84</u>	<u>May 1/85</u>
General Increase	10¢	*	*	*
Additional Adjustments	Some classification adjustments	Some classification adjustments	Some classification adjustments	Some classification adjustments

#### Rexdale Plant

Labourer	\$11.54 (\$11.44)	\$11.54	\$11.54
Tradesman	\$13.94 (\$13.84)	\$13.94	\$13.94

\* In lieu of increases to hourly rates, employees receive \$300 lump sum payments in each year.

Previous rates reflect COLA fold-ins of 92¢ in 1980, 99¢ in 1981, and 79¢ in 1982.

The following benefits are effective November 13, 1983 unless otherwise stated:

Cost of Living Allowance:	35¢ generated under the first 2 COLA adjustments of this contract to be paid as a lump sum equal to \$400.  1¢ per 0.26 point change in the Consumer Price Index - 1971=100, above the January 1982, base month. Adjusted quarterly. Allowances generated are folded in annually, except for the first two adjustments. (Basic formula is unchanged.)
Shift Premiums:	0-30¢-40¢ (0-27¢-33¢). Effective May 1, 1984, 0-32¢-42¢. Effective May 1, 1985, 0-35¢-45¢.
Health and Welfare:	<u>Weekly Indemnity</u> - Benefit increases to \$275 (\$240) per week. Effective May 1, 1984, \$295. Effective May 1, 1985, \$315. Benefits are payable on a 1-1-4-26 basis.  <u>Long Term Disability</u> - Maximum benefit increases to \$1,400 (\$1,200) per month. Effective May 1, 1984, \$1,450. Effective May 1, 1985, \$1,500.
Pension Plan:	<u>Vesting</u> - Employee who has 10 years of continuous service at the time of his termination, is eligible for a deferred benefit at age 65. (Previously, employee had to be at least 45 years of age.)
Safety Shoe Allowance:	\$25 (\$15) per pair with a maximum of 2 pairs per year. \$35 (\$25) maximum for new employees' first pair of safety shoes.

DRG Packaging (Division of DRG Inc.) at Toronto - Local 466S, Graphic Communications Union (AFL-CIO/CLC): A 25-month renewal agreement effective from September 5, 1983 to September 30, 1985, covering 400 employees, settled with mediation assistance during a 7-week work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 5/83	Sept. 3/84	Apr. 2/85
General Increases		7.5%	5%	2%
Group 20 (includes Table Worker)		\$7.37-\$7.94 (\$6.86-\$7.39)	\$7.74-\$8.34	\$7.90-\$8.51
Group 16 (includes Gravure Helper)		\$8.87-\$9.22 (\$8.25-\$8.58)	\$9.31-\$9.68	\$9.50-\$9.88
Group 1 (includes Instrument Technician)		\$12.95-\$14.05 (\$12.05-\$13.07)	\$13.60-\$14.75	\$13.87-\$15.05

Probationary period is 75 days worked with the option of an extension up to 30 calendar days upon mutual agreement. Maximum rates for Table Worker and Gravure Helper are reached after 12 months and for Instrument Technician after 72 months.

Health and Welfare: Life Insurance - Effective January 1, 1984, \$11,000 (\$10,000) coverage. Effective January 1, 1985, \$12,000 coverage.

Dental Plan (new) - Effective January 1, 1984, employer pays 75% of premium costs for a basic plan with coverage based on the 1983 Ontario Dental Association fee schedule. Effective January 1, 1985, employer pays 100% of premium costs for coverage based on the 1984 ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1984, \$13.50 (\$12.50) per month per year of service. Effective January 1, 1985, \$14.50.

#### PRIMARY METAL

ArrowHead Metals Ltd. at Toronto - Local 399, Auto Workers (CLC): A 24-month renewal agreement effective from November 9, 1983 to November 8, 1985, covering 370 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Nov. 9/83	Nov. 9/84
General Increases		30¢	25¢
Additional Adjustments		Some classification adjustments	
<u>Production</u>			
Pay Grade 1 (Janitor)		\$8.86 (\$8.56)	\$9.11
Pay Grade 15 (Roller)		\$11.17 (\$10.87)	\$11.42
<u>Skilled Trades</u>			
ST-2 (Saw Grinder)		\$10.405-\$10.565 (\$10.105-\$10.265)	\$10.655-\$10.815
ST-9 (ST-7) (Electronic-electrician)		\$13.430-\$13.670* (\$11.395-\$11.635)	\$13.680-\$13.920

\* Rates reflect an upgrading adjustment.

Paid Education Leave (new): Effective November 9, 1984, employer contributes 1¢ per hour worked.

Health and  
Welfare:

The following benefits are effective December 1, 1983 unless otherwise stated:

Life Insurance - \$13,000 (\$12,000) coverage. Effective December 1, 1984, \$14,000.

Life Insurance for Retirees (new) - \$2,000 coverage.

A.D. & D. - \$12,000 (\$10,000) coverage.

Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective December 1, 1984, the 1983 ODA fee schedule.

Pension Plan:

Basic Benefit - \$12 (\$11) per month per year of service.  
Effective December 1, 1984, \$13.

METAL FABRICATING

Butler Metal Products, Division of Guthrie Canadian Investments Ltd., formerly Butler Metal Products Co. Ltd., at Cambridge - Local 1780, Auto Workers (CLC): A 24-month renewal agreement effective from November 1, 1983 to October 31, 1985, covering 400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Nov. 1/83</u>	<u>May 1/84</u>
COLA Fold-in			\$1.14
General Increases		5¢	6¢
Deflasher		\$8.86 (\$8.81)	\$10.06
Tool and Die Maker		\$11.98 (\$11.93)	\$13.18
	Effective	<u>Nov. 1/84</u>	<u>May 1/85</u>
COLA Fold-in			\$1.14
General Increases		5¢	6¢
Deflasher		\$10.11	\$11.31
Tool and Die Maker		\$13.23	\$14.43

Previous rates reflect eight 5¢ special adjustments added to the base rates.

Cost of Living  
Allowance:

\$2.28 COLA was generated under the old agreement. \$1.14 is folded into wages on May 1, 1984, and May 1, 1985.

1¢ per 0.26 point increase in the Consumer Price Index - 1971=100. Adjusted quarterly. First adjustment to be calculated in January, 1984 comparing November, 1983 over August, 1983. (Basic formula is unchanged.)

Shift Premium:	0-45¢-55¢ (0-40¢-45¢).
Paid Holidays:	2 Paid Personal Holidays are deleted leaving a total of 14 days per year.
Bereavement Leave:	5 (3) days' paid leave in the event of death of son, daughter, father or mother.
Health and Welfare:	<p><u>A.D. &amp; D.(new)</u> - \$15,000 coverage.</p> <p><u>Long Term Disability</u> - \$600 (\$300) per month offset by the Canada Pension Plan and the employer pension plan disability provisions.</p> <p><u>Major Medical</u> - Hearing aid coverage increases to \$500 maximum every 5 years. (Previously, \$250 maximum per lifetime.)</p> <p><u>Vision Care</u> - Maximum claim for eyeglasses is \$90 (\$80) every two years.</p> <p><u>Dental Plan</u> - Coverage continues to be based on the current Ontario Dental Association fee schedule. Orthodontic coverage is added on a 50%/50% co-insurance basis with a maximum benefit of \$1,000. Denture coverage with no maximum, is added for employee and spouse.</p>
Pension Plan:	<p><u>Basic Benefit</u> - \$12.50 (\$11.50) per month per year of service. Effective November 1, 1984, \$13.50.</p> <p><u>Early Retirement</u> - Employee at age 64 (65) with 10 (15) years' service may retire with an unreduced pension.</p>
Safety Shoe Allowance:	\$35 (\$30) per year.
Tool Allowance:	\$80 (\$60) maximum per year for skilled tradesmen.

TRW Canada Limited - Carr Division at Brantford - Local 397, Auto Workers (CLC): A 36-month renewal agreement effective from November 16, 1983 to October 31, 1986, covering 459 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 16/83</u>	<u>Nov. 1/84</u>	<u>Nov. 1/85</u>
COLA Fold-in		\$1.45		
General Increases		25¢	18¢	18¢
Assembler		\$8.40-\$8.65 (\$6.70-\$6.95)	\$8.58-\$8.83	\$8.76-\$9.01
Tool & Die Maker		\$12.17-\$12.47 (\$10.47-\$10.77)	\$12.35-\$12.65	\$12.53-\$12.83

Maximum rates for the Skilled Group are reached after 90 days and for all others upon completion of the 30 day probationary period.

Cost of Living Allowance: 1¢ per 0.37 point change in the Consumer Price Index - 1971=100, above the August 1983 base. Adjusted quarterly. (Basic formula is unchanged.)

Effective November 1, 1985, 1¢ per 0.34 point change in the CPI.

Shift Premium: 30¢ (27¢) per hour. Effective November 1, 1984, 35¢.

Paid Vacation: 5 weeks (new) after 15 years' service.

Bereavement Leave: Brother-in-law and sister-in-law are added for 1 day's paid leave.

Health and Welfare: Life Insurance and A.D. & D. - Effective November 1, 1985, \$12,000 (\$10,000) coverage.

Weekly Indemnity - Benefit increases to 66 2/3% (60%) of earnings up to the UIC maximum. Payable, as previously, on a 1-1-4-39 basis.

Dental Plan - Effective December 1, 1983, coverage is based on the 1983 (1980) Ontario Dental Association fee schedule. Effective December 1, 1984, the 1984 ODA fee schedule.

Pension Plan: Basic Benefit - Effective November 1, 1984, \$8 (\$5.50) per month per year of service. New employees who have completed 12 months' service are eligible for enrollment from date of hire. (Previously, eligible only after 12 months' service.)

Meal Allowance: Effective November 16, 1983, \$3.25 (\$3). Effective November 1, 1984, \$3.50.

Decor Metal Products at Midland - Local 1411, Auto Workers (CLC): A 36-month renewal agreement effective from November 17, 1983 to November 14, 1986, covering 467 employees, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 17/83	Nov. 19/84	Nov. 18/85
General Increases		45¢	20¢	20¢
COLA Fold-in		\$1.71		
Class 1A (includes Inspector-Packer)		\$9.21 (\$7.05)	\$9.41	\$9.61
Class 20 (includes Electrician)		\$11.59 (\$9.43)	\$11.79	\$11.99

Cost of Living Allowance: \$1.72 allowance was generated under the previous agreement. \$1.71 is folded into wages November 17, 1983, leaving a float of 1¢ to be paid into the UAW Education Program (unchanged).

1¢ per 0.45 point rise in the Consumer Price Index - 1961=100, using the average of August, September and October, 1983, as the

base index months. To be adjusted and paid semi-annually, with the first adjustment May 28, 1984, and the last May 26, 1986. (Basic formula is unchanged.)

Health and Welfare: Life Insurance - Effective December 1, 1983, \$12,500 (\$11,500) coverage. Effective December 1, 1984, \$13,500. Effective December 1, 1985, \$14,500.

Weekly Indemnity - Effective December 1, 1983, benefit is 60% of gross weekly earnings up to the UIC maximum. (Previously, \$150 per week.)

Pension Plan: Basic Benefit - Effective December 1, 1983, \$10 (\$7.50) per month per year of service.

Mileage Allowance: 22¢ (21¢) per mile for Class 6A employees only. Effective November 19, 1984, 23¢. Effective November 18, 1985, 24¢.

Emco Limited at London - Local 2699, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from August 15, 1983 to August 14, 1986, covering 240 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Aug. 15/83</u>	<u>Aug. 15/84</u>	<u>Aug. 15/85</u>
General Increases		50¢	40¢	
COLA Fold-ins			40¢	35¢
General Labour		\$7.39 (\$6.89)	\$8.19	\$8.54
Tool and Die Maker		\$11.83 (\$11.33)	\$12.63	\$12.98

Cost of Living Allowance: Of the total \$1.23 generated under previous agreements, 75¢ will be folded into wages, as shown above, and 48¢ will continue to float.

Effective August 15, 1985, 1¢ per 0.375 point increase in the Consumer Price Index - 1971=100, using May, 1985 as the base index month. Adjusted and paid quarterly, with last adjustment effective on August 14, 1986 for the comparison period May, 1986 to August 14, 1986. Capped at 45¢. (Previously, no cap.)

Shift Premium: 0-17¢-21¢ (0-13¢-17¢). Effective August 15, 1984, 0-20¢-24¢. Effective August 15, 1985, 0-24¢-27¢.

Paid Vacation: Effective August 15, 1985, 3 weeks after 5 (6) years' service.

Health and Welfare: Weekly Indemnity - Benefit is \$125 (\$100) per week, payable on a 1-1-4-26 basis. Effective August 15, 1984, \$150 per week. Effective August 15, 1985, \$175.

# ELECTRICAL PRODUCTS

## Electrohome Ltd. at Kitchener - Local 2345, Electrical Workers (IBEW) (AFL-CIO/CFL):

A 24-month renewal agreement effective from October 1, 1983 to September 30, 1985, covering 831 employees\*, settled with mediation assistance. Duration of negotiations - 3 months.

\* Includes 188 employees currently on lay-off status.

Wages:	Effective	<u>Oct. 1/83</u>	<u>Oct. 1/84</u>
	General Increases	30¢	30¢
	Labour Grades 1-3 (includes General Labourer)	\$6.82-\$7.26 (\$6.52-\$6.96)	\$7.12-\$7.56
	Labour Grade 12 (includes Tool Machinist)	\$8.50-\$9.72 (\$8.20-\$9.42)	\$8.80-\$10.02
	Labour Grade 15 (includes Machine Builder)	\$11.52-\$12.83 (\$11.22-\$12.53)	\$11.82-\$13.13

Probationary period is 30 worked days for General Labourer, and 70 worked days for Tool Machinist and Machine Builder. Maximum rates are reached after 18 weeks for General Labourer, and after 40 weeks for Tool Machinist and Machine Builder.

Shift Premium: 0-25¢-32¢-37¢ (0-23¢-30¢-35¢).

Health and Welfare: Extended Health Care - Effective October 1, 1984, \$75 (\$60) every 24 months for eyeglasses and contact lenses.

Dental Plan - Effective November 9, 1983, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1984, \$11 (\$10) per month per year of service. Effective January 1, 1985, \$12.

## Inglis Limited, formerly Canadian Admiral Corporation Limited at Mississauga - Local

545, Electrical Workers (IUE) (AFL-CIO/CLC): A 36-month renewal agreement effective from October 14, 1983 to October 13, 1986, covering 392 employees\*, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Previous contract due to expire March 14, 1983, was extended to October 14, 1983, as a condition of sale in February 1982. The plant re-opened May 3, 1982.

\* Includes 100 employees currently on lay-off status.

Wages:	Effective	<u>Oct. 16/83</u>	<u>Oct. 14/84</u>	<u>Oct. 13/85</u>
	General	60¢	55¢	50¢
	Increases			
	Labour Grade 4	\$8.71-\$8.87 (\$8.11-\$8.27)	\$9.26-\$9.42	\$9.76-\$9.92
	Journeyman Electrician	\$12.10-\$12.22 (\$11.50-\$11.62)	\$12.65-\$12.77	\$13.15-\$13.27

Previous rates reflect a 10¢ adjustment made during the extension period.

Probationary period is 45(35) days worked. Maximum rates are reached after three 3-month increases.

Vacation Pay: Effective July 2, 1985, 2-6 weeks' pay, or 4%-12% of annual earnings, whichever is greater (new), depending on years of service with a minimum of 1,500 hours worked.

Bereavement Leave: Effective November 4, 1983, 1 day's paid leave is granted to attend the funeral of brother-in-law, sister-in-law or grandchild.

Health and Welfare: Life Insurance and A.D. & D. - Effective October 16, 1983, \$12,500 (\$12,000) overage. Effective October 14, 1984, \$13,000. Effective October 13, 1985, \$13,500.

Dental Plan - Effective October 16, 1983, coverage is based on the 1981 (1979) Ontario Dental Association fee schedule. Effective October 14, 1984, the 1983 ODA fee schedule. Effective October 13, 1985, the 1984 ODA fee schedule.

Pension Plan: Employer Contribution - Effective October 13, 1985, 45¢ (41¢) per hour.

Safety Shoe Allowance: Effective October 16, 1983, employer contributes \$15 (\$5) towards the cost of 1 pair per year. Effective October 14, 1984, \$20. Effective October 13, 1985, \$25.

Hammond Manufacturing Company Ltd. at Guelph and Puslinch - Employees' Association (Ind.): A 24-month renewal agreement effective from October 1, 1983 to September 30, 1985, covering 530 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Oct. 1/83</u>	<u>Oct. 1/84</u>
	Increases to Job Rates:		
	Plant I and Power Supply Div.	5%	Minimum 6%*
	Electronic Div.	3%	2%
	<u>Plant I and Power Supply Div.</u>		
	Assembler (I.B.M.)	\$6.44-\$7.58 (\$6.35-\$7.22)	\$6.67-\$8.03

	<u>Oct. 1/83</u>	<u>Oct. 1/84</u>
Fork Lift Operator	\$7.89-\$9.28 (\$7.78-\$8.84)	\$8.17-\$9.84
Tool Maker Class 2	\$9.30-\$10.94 (\$9.17-\$10.42)	\$9.63-\$11.60

Start Rates - 85% (88%) of job rates during the probationary period of 45 days of work followed by three incremental increases until job rate is reached after 1 year. Effective October 1, 1984, 83%.

Cost of Living Allowance (new):	* Effective October 1, 1984, 1% per 1% rise in the Consumer Price Index over the September 1984 base index. Triggers at 6%. To be folded into wage rates.
Shift Premium:	35¢ (33¢) per hour on any regular shift after 12.15 p.m. Effective October 1, 1984, 37¢.
Vacation Bonus:	Effective October 1, 1984, \$25 (\$20) per week of vacation entitlement.
Health and Welfare:	<u>Dental Plan</u> - Effective January 1, 1984, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective January 1, 1985, the 1984 ODA fee schedule.

#### CHEMICAL AND CHEMICAL PRODUCTS

BCL Canada Inc. at Cornwall - Local 1332, Clothing and Textile Workers (AFL-CIO/CLC):

A 12-month renewal agreement effective from July 1, 1983 to June 30, 1984, covering 260 employees, settled with mediation assistance. Duration of negotiations - 8 months.

\* Includes 35 employees currently on lay-off status.

Wages:	Effective	<u>July 1/83</u>
	Increase	88¢, except 69¢ on "3 shift" rates
	Trucker/Wrapper	\$9.72 (\$9.03)
	Electrician	\$11.57 (\$10.69)

Shift Premium: 0-19¢-25¢ (0-14¢-20¢).

Health and Welfare: Life Insurance - \$12,000 (\$10,000) for employees with 3 or more years' seniority.

Pension Plan: Basic Benefit - \$7 (\$6.50) per month per year of service.

# MISCELLANEOUS MANUFACTURING

## Tonka Corporation Canada Limited at Mississauga - Local 28, Molders (AFL-CIO/CLC):

A 21-month renewal agreement effective from November 24, 1983 to September 30, 1985, with wages retroactive to October 1, 1983, covering 300 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/83</u>	<u>Oct. 1/84</u>
	General Increases	3%*	2.5%
	Assembly Packer/ Paint Line	\$5.61-\$6.87 (\$5.45-\$6.67)	\$5.75-\$7.04
	Electrician	\$10.88-\$13.18 (\$10.56-\$12.80)	\$11.15-\$13.51

Previous rates reflect 30¢ COLA fold-in. Probationary period is 45 days of work. Maximum rates for Assembly Packer/Paint Line are reached after two 3-month increases and for Electrician after three 3-month increases.

Cost of Living Allowance: Effective September 1, 1985, a one time payment of 1¢ per 0.45 point change in the Consumer Price Index - 1971=100, using August 1985 over September 1983 base index. Capped at 15¢. (Basic formula is unchanged.)

# COMMUNICATION

## Canadian Broadcasting Corporation, system-wide - Local 213, Newspaper Guild (AFL-CIO/CLC):

A 12-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from November 28, 1983 to November 30, 1984, covering 245 Ontario employees.

Wages:	Effective	<u>Nov. 28/83</u>
	General Increase (PSCRA)	6%
	Group 1 (includes Copy Clerk)	\$14,220-\$15,544 (\$13,415-\$14,664)
	Group 5 (includes Production Editor)	\$24,693-\$34,558 (\$23,295-\$32,601)
	Group 10 (includes Senior Program Editor)	\$41,950-\$45,977 (\$39,575-\$43,369)

Probationary period is 3 months. Maximum rates are reached after 1 year for Group 1 employees, after 5 years for Group 5 employees, and after 2 years for Group 10 employees.

## EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board - Local 1483, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees): A 12-month agreement effective from October 1, 1983 to September 30, 1984, covering 300 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Oct. 1/83</u>
	Increase	5% with a minimum of \$1,000 per year
	Assistant Caretaker	\$9.02-\$9.89 (\$8.54-\$9.41)
	Plumber	\$15.12 (\$14.40)

Probationary period is 4 calendar months. Maximum rate for Assistant Caretaker is reached after two 6-month increases.

University of Toronto (Libraries) - Local 1230, Canadian Union of Public Employees (CLC) (part-time, non professional and sessional/temporary employees): A 12-month agreement effective from September 1, 1983 to August 31, 1984, covering 287 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/83</u>
	Increases	38¢ per hour for sessional/temporary employees and 4.96%* with a minimum of \$750 per year for all others
	Library Technician III	\$15,401-\$16,829 (\$14,673-\$16,034)
	Programmer F	\$31,380-\$34,465 (\$29,897-\$32,836)

\* 0.04% is diverted from the maximum allowable increase to help fund improved dental benefits.

Health and Welfare: Dental Plan - Coverage is based on the 1981 (1980) Ontario Dental Association fee schedule.

# HEALTH AND WELFARE SERVICES

North York General Hospital - Local 1692, Canadian Union of Public Employees (CLC)  
(service employees): A 12-month agreement effective from September 29, 1983 to September 28, 1984, covering 323 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 29/83</u>
	General Increase	5%
	Housekeeping Aide	\$8.53-\$8.79 (\$8.12-\$8.37)
	R.N.A.	\$9.62-\$9.93 (\$9.16-\$9.46)
	Electronic Technician	\$12.34-\$12.64 (\$11.75-\$12.04)

Probationary period is 45 days of work. Maximum rate for Housekeeping Aide is reached after one annual increase, for R.N.A., after two (three) annual increases, and for Electronic Technician, after six months.

Ross Memorial Hospital at Lindsay - Local 1909, Canadian Union of Public Employees (CLC) (service, office and clerical and paramedical employees):  
A 12-month agreement effective from September 29, 1983 to September 28, 1984, covering 293 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 29/83</u>
	Increase	5% with a minimum of \$1,000 per year

## Monthly Rates

Aide	\$1,378.96-\$1,449.90 (\$1,295.63-\$1,366.57)
R.N.A.	\$1,488.93-\$1,579.22 (\$1,405.60-\$1,495.89)
Maintenance I	\$1,634.04-\$1,730.76 (\$1,550.71-\$1,647.43)

Probationary period is 45 days of work or 337.5 hours of work for employees whose regular hours are other than 7 1/2 hours per day. Maximum rate for Aide is reached after one annual increase and for R.N.A. and Maintenance I, after two annual increases.

# ADDENDUM

## February 1983 Settlement

### EDUCATION AND RELATED SERVICES

#### Bruce County Board of Education - Ontario Secondary School Teachers' Federation

(Ind.): A 24-month agreement effective from September 1, 1982 to August 31, 1984, covering 220 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 in February 1983.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	General Increases	9%	5%
	Teacher-Category 1 0-11 years	\$17,864-\$30,493 (\$16,389-\$28,388)	\$18,757-\$32,490
	Teacher-Category 4 0-11 years	\$21,312-\$39,085 (\$19,607-\$35,858)	\$22,441-\$41,039
	Vice-Principal	\$45,577-\$47,087 (\$41,814-\$43,199)	\$47,856-\$49,441
	Principal		
	"A" School	\$49,690-\$52,706 (\$45,587-\$48,354)	\$52,175-\$55,341
	"B" School	\$47,910-\$50,925 (\$43,954-\$46,720)	\$50,306-\$53,471

Responsibility Allowances: Current allowances increase by 9%. Effective September 1, 1983, increase by 5%.

## June 1983 Settlements

### TRANSPORTATION EQUIPMENT

#### Walbar of Canada Inc. at Mississauga - Local 8991, United Steelworkers (AFL-CIO/CLC):

Three 24-month first agreements effective from July 1, 1983 to June 30, 1985, covering 550 employees, settled at the bargaining stage and ratified in June, 1983. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 16/83</u>	<u>July 2/84</u>
	General Increase		5.37%
	Group #1* (includes Shipper)	\$5.90-\$6.35	\$6.22-\$6.69

	<u>May 16/83</u>	<u>July 2/84</u>
Group #10* (includes Tool Maker)	\$12.00-\$13.00	\$12.64-\$13.70

\* Hired after July 1, 1983.

Probationary period is 45 days worked within any consecutive 60 working days. Maximum rates are reached after 12 months.

Hours of Work:	40 hours per week.
Shift Premium:	10% on all shifts other than the regular day shift.
Call-In Pay:	Minimum of 4 hours at time and one-half.
Overtime Pay:	Time and one-half after 40 hours per week. Double time for Sunday.
Reporting Pay:	4 hours' pay where no work is available.
Injury Pay:	Employee who is injured and unable to complete his shift will receive regular pay for the remainder of the shift.
Jury Duty Pay:	Employee receives regular rates for a maximum of 8 hours per day and remits fees received to the employer.
Paid Holidays:	Half day before New Year's Day, New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, half day before Christmas Day, Christmas Day, and Boxing Day are recognized for a total of 10 days.
Work on Paid Holidays:	Double time in addition to holiday pay.
Paid Vacation:	2 weeks at 4% for less than 7 years' service, 3 weeks at 6% after 7 years and 4 weeks at 8% after 15 years. Effective June 30, 1984, 3 weeks after 5 years.
Health and Welfare:	<u>Life Insurance and A.D. &amp; D.</u> - \$16,000 coverage. <u>Dependant Life Insurance</u> - \$2,000 coverage for spouse and \$1,000 coverage for child. <u>Weekly Indemnity</u> - Benefit is 75% of regular earnings up to 2/3 of the UIC maximum, payable on a 1-1-8-26 basis. <u>OHIP</u> - Employer pays 100% of premium costs for employees who have completed the probationary period. <u>Healthguard Medical Benefits</u> - Employer pays premium costs for plan which covers private duty nursing recommended by a licensed physician; semi-private or private hospital room not covered by OHIP; prescription drugs; up to \$15 per visit to licensed chiropractor, naturopath, podiatrist, physiotherapist, speech therapist and masseur; fees for licensed psychologist, up to \$15

per half hour for individual psychotherapy and testing; prosthetic appliances recommended by a physician; and oxygen and local ambulance service.

Dental Plan - Coverage is based on the Ontario Dental Association fee schedule in effect at the time treatment is provided.

Continuation of Benefits - Where employee is absent due to sickness or accident, benefits continue for a period of 6 months. Where employee is laid off, benefits continue for a period of 3 months, except for Weekly Indemnity unless the employee is already receiving Weekly Indemnity benefits at date of lay-off.

Pension Plan: Basic Benefit - For service prior to July 1, 1982, annual benefit is \$42 plus 1 1/2% of 1981 earnings in excess of \$6,600. For service since July 1, 1982, \$42 plus 1 1/2% of earnings since July 1, 1982 in excess of \$6,600.

## CONSTRUCTION

Ontario Carpentry Contractors Association - Local 1190, Carpenters (AFL-CIO)

(Residential Sector): A 22-month renewal agreement effective from June 29, 1983 to April 30, 1985, covering 700 employees, settled during a work stoppage and ratified in June, 1983. Duration of negotiations - 3 months. Previous agreement expired April 30, 1983.

Wages:	Effective	<u>June 29/83</u>	<u>May 1/84</u>
	Increases	50¢-\$1	91¢
	Journeyman	\$15.50 (\$14.50)	\$16.41

Vacation and Statutory Holiday Pay: 10% (8%).

Fringe Benefits Plans: Welfare, Pension\*, Union Dues and Industry Funds - Employer contributes \$1.30\*\* (\$1.15) per hour worked per employee.

\* Previously, Pension was not included.

\*\* Includes 10¢ per hour contribution to the Administration Fund (Industry Fund) and 20¢ per hour contribution for Union Dues.

Negotiations in Progress during November 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Avon Sportswear, Toronto	United Garment Workers (AFL-CIO/CLC)	220	CO
C & C Yachts Manufacturing Ltd., Niagara-on-the-Lake	Carpenters (AFL-CIO)	219	CO
Canadian Fabricated Products Ltd., Stratford	Auto Workers (CLC)	1,000	B
Canadian Press and Broadcast News, Toronto and Ottawa	Newspaper Guild (AFL-CIO/CLC)	348	B
Canadian Standards Assn., Toronto	CUPE (CLC)	350	CO
Canteen of Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/ CLC)	300	CO
Cara Operations Ltd. (Airline Services Div.), Mississauga	Hotel Employees (AFL-CIO/CLC)	400	B
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	579	B
Chromasco Ltd., Haley	United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	325	B
Colonial Cookies (Div. of Beatrice Intl.), Kitchener	Food and Commercial Workers (AFL-CIO/ CLC)	300	B
Computing Devices Co., Oshawa	Salaried Employees Alliance (Ind.)	400	B
Custom Trim Ltd., Waterloo	Rubber Workers (AFL-CIO/CLC)	323	B
Cyanamid Canada Inc. (Welland Plant), Niagara Falls	Energy and Chemical Workers (CLC)	450	CO
Dominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	300	B
Dubreuil Brothers Ltd., Dubreuilville	Employees' Assn. (Ind.)	275	B
Du Pont Canada Inc. (Nipissing Works), North Bay	Nipissing Independent Union (hourly rated empls.)	258	B
Eastern Ontario Children's Hospital Ottawa	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	467	RL
E.B. Eddy Forest Products Ltd. (Wood Products Div.), Nairn	Cdn. Paperworkers (CLC)	210	MED
Esselte Pendaflex Canada Inc., Toronto	Graphic Communications (AFL-CIO/CLC)	225	CO

\*See page 593 for definition of codes

Negotiations in Progress during November 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Falconbridge Nickel Mines, Falconbridge	United Steelworkers (AFL-CIO/CLC)	420	PCB
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	460	CO
Frankel Steel Ltd., Milton	United Steelworkers (AFL-CIO/CLC)	325	CO
General Tire Canada Ltd., Tire Div., Barrie	Rubber Workers (AFL-CIO/CLC)	614	MED/WS
Greb Industries Ltd. (Div. of Warrington Inc.), Kitchener	Clothing and Textile Workers (AFL- CIO/CLC)	240	B
Haley Industries Ltd., Haley	United Steelworkers (AFL-CIO/CLC)	320	MED
Hussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	366	MED
Imperial Leaf Tobacco of Canada Ltd., Aylmer	Energy and Chemical Workers (CLC)	500	B
Keeprite Inc., Brantford	Employees' Assn. (Ind.)	375	CO
Lakehead Terminal Elevators Assn. - Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	PCB
Lake Ontario Cement Ltd. (Plant, Quarry and Packhouse), Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	252	B
Lily Cups Ltd., Toronto	Graphic Communications (AFL-CIO/CLC)	495	B
Maritime Employers' Assn., Hamilton and Toronto	Longshoremen (AFL-CIO/CLC)	215	B
McDonnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC) (office and clerical empls.)	323	MED
McDonnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC) (production empls.)	2,277	MED
Mack Canada Inc., Oakville	Machinists (AFL-CIO/CLC)	220	MED
Men's Clothing Manufacturers Assn. of Ontario, Hamilton and Toronto	Clothing and Textile Workers (AFL- CIO/CLC)	3,000	PCB

\*\* Federal jurisdiction

Negotiations in Progress during November 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Metropolitan Toronto Municipality (Homes for the Aged)	CUPE (CLC) (part-time empls.)	816	AR
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL- CIO/CLC)	700	CO
Ontario Heavy Construction Assn.	Carpenters (AFL-CIO)	500	B
Oshawa City Corp.	CUPE (CLC)	217	RL
Paramount Industries and Donlee Plastics (Divs. of Donlee Manufacturing Industries), Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	250	B
Port Arthur Shipbuilding Co., Thunder Bay	United Steelworkers (AFL-CIO/CLC)	300	MED/V
Property Management Services Organization, Toronto	Labourers (AFL-CIO)	250	B
Quaker Oats Co. of Canada Ltd., Peterborough	Food and Commercial Workers (AFL- CIO/CLC)	330	MED
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	302	RL
Richards-Wilcox of Canada Ltd., London	Machinists (AFL-CIO/CLC)	202	B
Ryerson Polytechnical Institute Board of Governors	Staff Assn. (Ind.)	487	PCB
Storwal International Inc., Pembroke	United Steelworkers (AFL-CIO/CLC)	275	CO
Susan Shoe Industries Ltd., Hamilton	Food and Commercial Workers (AFL- CIO/CLC)	320	CO
Union Gas Ltd., southwestern Ontario	Energy and Chemical Workers (CLC) (hourly-rated and clerical empls.)	1,000	B
Voyageur Colonial Ltd., Ottawa	Railway, Transport and General Workers (AFL-CIO/CLC)	470	B
Waterloo County Board of Education	Custodian and Maintenance Assn. (Ind.)	415	B
Weston Bakeries Ltd., Kitchener	Retail, Wholesale Employees (AFL- CIO/CLC)	220	B
Weyerhaeuser Canada Ltd., Sault St. Marie	Woodworkers (AFL-CIO/CLC)	200	B

Negotiations in Progress during November 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
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More Than One Province

Bell Canada, Ontario and Quebec**	Cdn. Telephone Employee's Assn. (Ind.)	8,500	B
CN/CP Telecommunications, system-wide**	Communications and Allied Workers (Ind.)	2,243	B
Maple Leaf Mills Ltd., Port Colborne and Toronto, Ont., Calgary and Medicine Hat, Alta. and Winnipeg, Man.	Food and Commercial Workers (AFL-CIO/CLC)	500	B

Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
RL	- Restraint Legislation
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

\*\* Federal jurisdiction

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in December 1983

Employer and Location	Union	No. of Empls.
Artex Woollens Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	200
Bell Canada, province-wide	Cdn. Telephone Employees' Assn. (clerical empls.)	8,500
Bilt-Rite Upholstering Co. Ltd., Toronto	Upholsterers (AFL-CIO/CLC)	300
Canadian Fabricated Products Ltd., Stratford	Auto Workers (CLC)	1,000
Canadian Press and Broadcast News, Toronto and Ottawa	Newspaper Guild (AFL-CIO/CLC)	348
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	225
CN/CP Telecommunications, system-wide	Communications and Allied Workers (CCU)	2,243
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo-engravers)	1,000
Council of Printing Industries of Canada, Toronto and area	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	600
Custom Trim Ltd., Waterloo	Rubber Workers (AFL-CIO/CLC)	323
Dempsters Bread-Div. of Corporate Foods Ltd., Toronto	Teamsters (Ind.)	200
Dominion Dairies Ltd. (Toronto Plants, Distribution and Maintenance Dept.), Toronto	Teamsters (Ind.)	600
Dominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	300
Du Pont Canada Inc., (Nipissing Works), North Bay	Nipissing Independent Union (hourly rated empls.)	258
Durham Regional Board of Commissioners of Police	Police Assn. (Ind.)	380
Durham Regional Municipality (Homes for the Aged)	CUPE (CLC)	440
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	235
Etobicoke City Board of Education	CUPE (CLC)	463

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in December 1983

Employer and Location	Union	No. of Empls.
Stobicoke City Corp.	CUPE (CLC) (outside empls.)	640
Stobicoke City Corp.	Fire Fighters (AFL-CIO/CLC)	400
Firestone Textiles Co., A Div. of Firestone Canada Inc., Woodstock	United Textile Workers (AFL-CIO/CLC)	220
Frontenac County Board of Education	CUPE (CLC)	245
Halton Regional Board of Commissioners of Police	Police Assn. (Ind.)	275
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	425
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	640
Holiday Inn of Toronto - Downtown of the Commonwealth Holiday Inns of Canada Ltd.	Hotel Employees (AFL-CIO/CLC)	330
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC) (inside and outside empls.)	340
Lakehead Board of Education, Thunder Bay	CUPE (CLC)	240
Lincoln County Board of Education	CUPE (CLC) (full-time maintenance caretakers and bus drivers)	200
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	203
London City Board of Commissioners of Police	Police Assn. (Ind.)	330
London City Corp.	CUPE (CLC) (inside empls.)	310
London City Corp.	CUPE (CLC) (outside empls.)	500
London City Public Utilities Commission	CUPE (CLC)	350
Maritime Employers' Assn., Hamilton and Toronto	Longshoremen (AFL-CIO/CLC)	215
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (clerical empls.)	700
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (parking control officers, cadets and matrons)	608
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	5,385

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in December 1983

Employer and Location	Union	No. of Empls.
Metro Toronto Catholic Children's Aid Society	CUPE (CLC)	222
Metropolitan Separate School Board, Toronto	CUPE (CLC) (office, clerical and technical empls.)	525
Metropolitan Toronto Library Board	CUPE (CLC) (full-time and part-time office and clerical empls.)	249
Metropolitan Toronto Municipality	CUPE (CLC) (inside empls.)	4,184
Metropolitan Toronto Municipality	CUPE (CLC) (outside empls.)	2,500
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	343
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	700
Niagara Falls City Corp.	CUPE (CLC)	341
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	580
Niagara Regional Municipality	CUPE (CLC)	440
Niagara South Board of Education	CUPE (CLC) (maintenance, services and plant operations empls.)	420
Niagara South Board of Education	Secretarial and Clerical Assn. (Ind.)	200
North Bay City Corp.	CUPE (CLC)	241
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	672
North York City Board of Education	CUPE (CLC) (office, clerical and technical empls. and teachers aides)	726
North York City Corp.	CUPE (CLC)	468
North York City Corp.	CUPE (CLC) (outside empls.)	728
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	628
North York Public Library Board	CUPE (CLC)	429
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	Internes and Residents Assn. (Ind.)	2,507
Ontario Government	OPSEU (NUPGE) (CLC) (administrative services category)	5,662

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in December 1983

Employer and Location	Union	No. of Empls.
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,882
Ontario Government	OPSEU (NUPGE) (CLC) (correctional services category)	2,945
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	3,909
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care services category)	5,714
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	5,953
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	6,750
Ontario Government	OPSEU (NUPGE) (CLC) (scientific and professional services category)	4,314
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,354
Ontario Government	Ont. Provincial Police Assn. (Ind.) (police officers and cadets)	4,039
Ontario Housing Corp. and Metropolitan Toronto Housing Authority	CUPE (CLC)	663
Ontario Housing Corp. and other Housing Authorities, province-wide (except Metro Toronto)	CUPE (CLC)	900
Ontario Institute for Studies in Education, Toronto	Cdn. Educational Workers (Ind.)	325
Ontario Jockey Club (Mutuel Dept., Standardbred Race Operations), province-wide	Service Employees Intl. (AFL-CIO/CLC)	250
Ontario Jockey Club (Mutuel Dept., Thoroughbred Race Operations), province-wide	Service Employees Intl. (AFL-CIO/CLC)	300
Ottawa City Board of Commissioners of Police	Police Assn. (Ind.) (police personnel)	601
Ottawa City Corp.	CUPE (CLC)	1,650
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in December 1983

Employer and Location	Union	No. of Empls.
Ottawa-Carleton Regional Municipality	CUPE (CLC)	1,680
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	714
Renfrew County Corp. (Bonnechere Manor)	CUPE (CLC)	208
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	400
Richards-Wilcox of Canada Ltd., London	Machinists (AFL-CIO/CLC)	202
St. Catharines City Corp.	CUPE (CLC) (outside empls.)	210
Scarborough City Board of Education	CUPE (CLC) (full-time operations and maintenance empls.)	825
Scarborough City Board of Education	CUPE (CLC) (part-time operations and maintenance empls.)	225
Scarborough City Corp.	CUPE (CLC) (office, clerical and technical empls.)	425
Scarborough City Corp.	CUPE (CLC) (outside empls.)	591
Scarborough City Corp.	Fire Fighters (AFL-CIO/CLC)	440
Scarborough Public Library Board	CUPE (CLC)	223
Simcoe County Board of Education	CUPE (CLC) (maintenance, services and plant operations empls.)	377
Sudbury Regional Board of Commissioners of Police	Police Assn. (Ind.)	209
Thunder Bay City Board of Commissioners of Police	Police Assn. (Ind.)	216
Thunder Bay City Corp.	CUPE (CLC) (outside empls.)	356
Toronto City Board of Education	CUPE (CLC) (chief caretakers, chief engineers and stationary engineers)	243
Toronto City Board of Education	CUPE (CLC) (elementary school office and clerical empls.)	204
Toronto City Board of Education	CUPE (CLC) (office and clerical empls. and librarians)	409
Toronto City Board of Education	Educational Assistants Assn. (Ind.)	475
Toronto City Board of Education	Toronto-Central Ontario Building and Construction Trades Council	243

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in December 1983

Employer and Location	Union	No. of Empls.
Toronto City Board of Education (Plant Operations Dept. and Maintenance and Construction Dept.)	CUPE (CLC) (caretakers and maintenance empls.)	721
Toronto City Corp.	CUPE (CLC) (inside empls.)	2,450
Toronto City Corp.	CUPE (CLC) (outside empls.)	1,875
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,296
Toronto Public Library Board	CUPE (CLC) (full-time and part-time librarians and clerical empls.)	716
Union Gas Ltd., southwestern Ontario	Energy and Chemical Workers (CLC) (clerical empls.)	215
Union Gas Ltd., southwestern Ontario	Energy and Chemical Workers (CLC) (hourly empls.)	920
Victoria Hospital Corp., London	OPSEU (NUPGE) (CLC)	207
Victoria Hospital Corp., London	Office and Professional Employees (AFL-CIO/CLC)	400
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	445
Waterloo Regional Board of Commissioners of Police	Police Assn. (Ind.)	442
Windsor City Board of Commissioners of Police	Police Assn. (Ind.) (Unit A)	344
Windsor City Board of Education	CUPE (CLC)	227
Windsor City Corp.	CUPE (CLC)	570
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	273
Windsor City Corp. Dept. of Public Works and Dept. of Parks and Recreation	CUPE (CLC) (outside empls.)	320
York City Board of Education	CUPE (CLC)	234
York Region Board of Education	CUPE (CLC) (office, clerical and technical empls.)	300
York Region Board of Education	CUPE (CLC) (service and maintenance empls.)	324
York Regional Board of Commissioners of Police	Police Assn. (Ind.)	350
York Regional Municipality and York Regional Land Div. Committee	CUPE (CLC)	280



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Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
DECEMBER 1983



RESEARCH BRANCH  
ONTARIO MINISTRY OF LABOUR



## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1983 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in December 1983. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in January 1984.

The report was prepared by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour.



## Contents

Page

Highlights .....	i
Index to Settlements Reported .....	601
December 1983 Settlements	
Leather .....	603
Textile .....	604
Clothing .....	605
Primary Metal .....	606
Transportation Equipment .....	607
Electrical Products .....	608
Chemical and Chemical Products .....	609
Miscellaneous Manufacturing .....	609
Communication .....	610
Construction .....	610
Addendum	
November 1983 Settlement .....	614
Negotiations in Progress during December 1983	
Covering 200 or More Employees .....	616
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in January 1984 .....	622



## Highlights

Clothing Industry Settlements. The Men's Clothing Manufacturers Association of Ontario representing 34 companies in Toronto and Hamilton, and two similar employer groups in Quebec representing 100 companies reached agreements with the Toronto and Montreal Joint Boards of the Amalgamated Clothing and Textile Workers Union for 10,000 employees, including 2,000 in Ontario.

The two union Boards presented a common set of proposals to the employers in which they sought two-year contracts, annual wage increases of 10 percent, an extra paid holiday, improvements in health and pension benefits, and greater job security following massive membership losses over the past two years due to plant closings. The employers, on the other hand, sought changes in restrictive contract provisions in a bid to reduce labour costs, improve efficiency, and strengthen the industry's competitive position.

The new three-year agreements provided general wage increases of 5 percent in each year, with the first increase effective December 5, 1983, an increase in employers' contribution to the industry's retirement fund, and deletion of the cost-of-living clause in the previous contract.

Earlier, in September, the Toronto Dress and Sportswear Manufacturers Guild reached a three-year agreement with the International Ladies Garment Workers Union, covering 1,400 workers employed at the 25 member-companies of the Guild. Initially the Guild sought an eight-month freeze in wages and an extension of the work week to 40 hours from 35; while the union called for an immediate wage increase of 18 percent, an additional paid holiday and improvements in health and welfare benefits.

The new agreement provided wage increases of 6 percent in the first year, and 5 percent in the second and third years, continuation of the cost-of-living clause triggered at 8 per cent and capped at 11 percent, August civic holiday as a paid holiday, and company-paid drug and dental plans. The parties also agreed to undertake an actuarial study of potential improvements in the existing pension plan.

Construction Industry Settlements. In December the Ontario General Contractors Association reached agreements with the Bricklayers, Carpenters, Labourers, Operating Engineers, Plasterers and Structural Ironworkers unions in advance of the agreements' scheduled expiry date of April 20, 1984. The agreements covered 36,000 workers employed in the industrial, commercial and institutional sector of the industry.

The early negotiations were initiated by the Association faced with persistent difficult economic conditions in the industry and increased competition from non-unionized contractors. Earlier in the year, the contractors had sought relief from the major building trades unions by requesting them to forego the \$2 package increase put into effect on May 1, 1983, and calling for revisions in cost-adding labour practices regarding hours of work overtime and board and travel allowances. The unions rejected the proposals.

Under the terms of the new agreements, current wage and benefit levels are to remain frozen during the first contract year, but will be increased by \$1.00 per hour on May 1, 1985. The agreements also stipulated that 25 cents of the second year package increase may be brought forward to the first year if necessary to maintain existing benefit plans. In addition, the parties agreed to permit local unions and employer groups to propose changes during the life of the agreements.



Index to Settlements Reported, December 1983

Employer and Location	Union	Page
Associated Clothing Manufacturers of the Province of Quebec Inc. and Montreal Clothing Contractors Assn. Inc., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ont. Toronto and Hamilton, Ont.	Montreal Joint Board and Toronto Joint Board, Clothing and Textile Workers (AFL-CIO/CLC)	605
Avon Sportswear, Toronto	United Garment Workers (AFL-CIO/CLC)	606
Bell Canada, Ontario and Quebec	Cdn. Telephone Employees' Assn. (Ind.)(clerical and associated empls.)	610
Canadian Fabricated Products Ltd., a Div. of American Motors (Canada) Inc., Stratford	Auto Workers (CLC)	604
Canadian Wire and Cable Ltd., Simcoe	United Steelworkers (AFL-CIO/CLC)	608
Cement Masons Employer Bargaining Agency for the Ontario General Contractors Assn. Labour Relations Bureau, Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ontario and Concrete Floor Contractors Assn. of Ont.	Plasterers (AFL-CIO/CFL)(cement masons)	611
Computing Devices Co. a div. of Control Data Canada Ltd., Ottawa	Salaried Employees Alliance (Ind.)	609
Cyanamid Canada Inc. (Welland Plant), Niagara Falls	Energy and Chemical Workers (CLC)	609
Labourers' Employer Bargaining Agency for the Labour Relations Bureau of the Ont. General Contractors Assn., Ont. Masonry Contractors Assn., Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ont., Concrete Floor Contractors Assn. of Ont.	Labourers (AFL-CIO)	611
Mack Canada Inc., Oakville Assembly Plant	Machinists (AFL-CIO/CLC)	607
Ontario Erectors Assn.	Structural Iron Workers (AFL-CIO) (steel erectors)	612
Operating Engineers Employer Agency (Crane and Equipment Rental; Steel Erection or Mechanical Installation; Foundation, Piling and Caisson Boring; Excavating; Building and Construction Work and Survey Work), province-wide	Intl. Operating Engineers (AFL-CIO/CFL)(commercial, industrial and institutional construction)	612

Index to Settlements Reported, December 1983

Employer and Location	Union	Page
Pipe Line Contractors Assn. of Canada (Main-line Pipeline Agreement)	Plumbers (AFL-CIO/CFL)	614
Plasterers Employer Bargaining Agency for the Walls and Ceilings Contractors Assn. and Ont. General Contractors Assn. Labour Relations Bureau	Plasterers (AFL-CIO/CFL)	613
Port Arthur Shipbuilding Co., Thunder Bay	United Steelworkers (AFL-CIO/CLC) Painters and Plumbers (AFL-CIO/CFL) and Carpenters (AFL-CIO)	607
Rodmen Employer Bargaining Agency for the Industrial Contractors Assn. of Canada, Ont. General Contractors Assn. Labour Relations Bureau and Reinforcing Steel Institute of Ontario	Ont. Council, Structural Iron Workers (AFL-CIO)	613
Sheller-Globe of Canada Ltd., Canadian Steering Wheel Div., Brampton	Auto Workers (CLC)	614
Sonco Steel Tube, div. of Ferrum Inc. (Holtby Ave. and Van Kirk Dr. plants), Brampton	United Steelworkers (AFL-CIO/CLC)	606
Star Slipper Co. Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	603
Susan Shoe Industries Ltd., Hamilton	Food and Commercial Workers (AFL-CIO/CLC)	603

LEATHER

Star Slipper Co. Ltd. at Toronto - Local 82, Food and Commercial Workers

(AFL-CIO/CLC): A 12-month agreement on wages as the result of a wage reopener provision during the last year of a 36-month agreement expiring October 3, 1984, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Oct. 4/83</u>
	General Increase	25¢
	<u>Base Rates</u>	
	Labour - A4	\$5.71 (\$5.46)
	Labour - A1	\$6.13 (\$5.88)

Previous rates reflect a COLA fold-in of 16¢ effective April 4, 1982.

Cost of Living  
Provision:

The original agreement provided for two adjustments effective April 4, 1982 and April 4, 1983 of 2¢ per 1% increase in the Consumer Price Index. Triggered at 2% for increases in the CPI in the 6 months prior to the adjustments. (First adjustment generated 16¢ and the second generated no payment.)

Susan Shoe Industries Limited at Hamilton - Local 233F, Food and Commercial Workers

(AFL-CIO/CLC): A 12-month renewal agreement effective from November 9, 1983 to November 8, 1984, covering 400 employees\*, settled with mediation assistance. Duration of negotiations - 2 months.

\* Includes 50 employees currently on lay-off status.

Wages:	Effective	<u>Dec. 9/83</u>
	Increase	20¢ to Class Rate Factors and Target Rates
	Class Rate Factor D	\$4.71 (\$4.51)
	Class Rate Factor A	\$5.31 (\$5.11)

Cost of Living  
Provision:

Inoperative. (Previously, for base rates only, 3¢ per 1% increase in the Consumer Price Index - 1971=100. Triggered at 10%. Adjusted quarterly.)

Settlement Pay: \$25, less \$1 per day not worked between November 8 and December 9, 1983.

Holiday Pay: Effective December 9, 1983, 110% of base rate for the first 5 holidays, 120% for the next 5. (Previously, 100% of base rate.)

Paid Vacation: Effective December 9, 1983, 3 weeks after 8 (10) years' service.

Health and Welfare: Weekly Indemnity - Effective December 9, 1983, 4 weeks maximum at \$80 (\$72) per week after 3 months' service, 13 weeks at \$80 (\$72) per week after 1 year, and 13 weeks at \$130 (\$120) per week after 5 years.

Dental Plan - Effective December 9, 1983, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Maximum benefit is increased to \$1,700 (\$1,500) per year.

# TEXTILE

Canadian Fabricated Products, a Division of American Motors (Canada) Inc., at Stratford - Local 1325, Auto Workers (CLC): A 36-month renewal agreement, effective from December 18, 1983 to December 17, 1986, covering 1,000 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Dec. 18/83</u>	<u>Dec. 16/84</u>	<u>Dec. 15/85</u>
COLA Fold-in		\$1.81		
General Increase				25¢
Skilled Trades Adjustment				10¢
Additional Adjustments		3¢ to Sewer and Assembler Inspector	2¢ to Sewer and Assembler Inspector	
Assembler		\$10.23 (\$8.42)	\$10.23	\$10.48
Truck Driver		\$11.07 (\$9.26)	\$11.07	\$11.32
Electrical Technician		\$12.67 (\$10.86)	\$12.67	\$12.92

Cost of Living Allowance: 7¢ COLA continues to float.

1¢ per 0.35 point rise in the Consumer Price Index - 1971=100, using the average change for each quarter being compared. First adjustment will be in March 1984 for the quarter December 1983 to February 1984 over September 1983 to November 1983. (Basic formula is unchanged.)

Effective March 1985, 1¢ per 0.33 point rise in the CPI.  
Effective March 1986, 1¢ per 0.30 point rise.

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Paid Vacation: 5 days after 6 months' service.

Health and Welfare: Life Insurance - \$13,000 (\$12,000) coverage. Effective December 1, 1984, \$14,000. Effective December 1, 1985, \$15,000.

Long Term Disability - Benefit increases to \$600 (\$500) per month.

Hearing Aid (new) - Plan to be implemented. No further details are available.

Vision Care - Effective December 1, 1984, \$80 (\$60) every 2 years for employee and dependant.

Dental Plan - Coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective December 1, 1984, the 1982 ODA fee schedule. Effective December 1, 1985, the 1983 ODA fee schedule.

Pension Plan: Basic Benefit - For retirees on or after December 18, 1983; effective January 1, 1984, \$11.50 (\$11) per month per year of service. Effective January 1, 1985, \$12. Effective January 1, 1986, \$12.50.

Past Retirees or Surviving Spouse - Effective January 1, 1984, increase benefit by 25¢ per month per year of service. Effective January 1, 1985, an additional 25¢. Effective January 1, 1986, an additional 25¢.

Automatic Short Work Week: Effective January 1, 1984, 75% (50%) of regular earnings.

Day Care Fund: Effective October 16, 1984, employer contributes 2¢ per hour worked to offset the cost of a feasibility study for a day care programme.

#### CLOTHING

Associated Clothing Manufacturers of the Province of Quebec Inc. and Montreal Clothing Contractors Association Inc., Montreal and district, Que. and Men's Clothing Manufacturers Association of Ontario, Toronto and Hamilton, Ont. - Montreal Joint Board and Toronto Joint Board, Clothing and Textile Workers (AFL-CIO/CLC): Two 36-month renewal agreements effective from December 5, 1983 to November 30, 1986, covering 2,000 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 5/83</u>	<u>Dec. 3/84</u>	<u>Dec. 2/85</u>
	General Increases	5%	5%	5%

Sample wage rates are not available.

Cost of Living Provision: Deleted. (Previously, 1% per 1% increase in the Consumer Price Index - 1971=100. Triggered at 8%. Capped at 2%. Formula did not trigger.)

Pension Plan: Employer Contributions - For Ontario employees only, 3 1/2% (3 1/4%) of gross earnings.

Avon Sportswear at Toronto - Local 253, United Garment Workers (AFL-CIO/CLC):  
A 24-month renewal agreement effective from September 15, 1983 to September 14, 1985, covering 228 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Sept. 15/84</u>
	Increases	2%	4%, non-compounded

Sample wage rates are not available.

# PRIMARY METAL

Sonco Steel Tube, division of Ferrum Inc. (Holtby Ave. and Van Kirk Dr. plants) at Brampton - Local 7536, United Steelworkers (AFL-CIO/CLC): Two 24-month renewal agreements effective from October 1, 1983 to September 30, 1985, covering 210 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/83</u>	<u>Oct. 1/84</u>
	General Increases	5% to base rate	5% to base rate
	Labourer	\$10.40 (\$9.90)	\$10.92
	Tradesman Licensed*	\$12.56 (\$12.01)	\$13.14

\* Rates include \$1 per hour bonus.

Previous rates reflect 9¢ COLA fold-in.

The following benefits are effective December 19, 1983 unless otherwise stated:

Cost of Living Allowance: Effective October 1, 1984, 1¢ per 0.6 point change in the Consumer Price Index - 1961=100, using the increase in the index between October 1984 and April 1985. Adjusted annually. Capped at 15¢. (Basic formula is unchanged.)

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Paid Vacation: 4 weeks after 13 (14) years' service and 5 weeks after 24 (25) years.

Crown Witness Pay (new): Employer pays the difference between fees received and regular salary.

Tool Allowance: For Maintenance Man #1, \$200 annually to be paid in installments of \$100 in March and October.

## TRANSPORTATION EQUIPMENT

Mack Canada Incorporated, Oakville Assembly Plant - Lodge 2281, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from August 27, 1983 to August 26, 1985, covering 220 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Aug. 27/83</u>	<u>Feb. 27/84</u>	<u>Aug. 27/84</u>
General Increases		22¢	23¢	35¢
Tool Crib Attendant		\$10.60-\$10.82 (\$10.38-\$10.60)	\$10.83-\$11.05	\$11.18-\$11.40
Maintenance Electrician		\$11.67-\$11.89 (\$11.45-\$11.67)	\$11.90-\$12.12	\$12.25-\$12.47

Maximum rates are reached upon completion of the probationary period of 60 days worked.

Cost of Living Allowance: 40.3¢ COLA generated under the previous agreement is added to the existing float of \$1.225 for a total of \$1.628.

1¢ per 0.36 point change in the Consumer Price Index - 1971=100, using July, 1983 as the base index month. Adjusted quarterly. (Basic formula is unchanged.)

Health and Welfare: Life Insurance and A.D. & D. - Effective December 14, 1983, \$24,000 (\$20,000) coverage.

Dental Plan - Effective December 14, 1983, coverage continues to be based on the current Ontario Dental Association fee schedule. Employer pays 60% (100%) of premium costs and lifetime maximum increases to \$3,000 (\$1,000) per person.

Pension Plan: Effective August 27, 1984, 65¢ (60¢) per hour.

Port Arthur Shipbuilding Company at Thunder Bay - Local 5055, United Steelworkers (AFL-CIO/CLC), Local 1671, Painters and Local 628, Plumbers (AFL-CIO/CFL) and Local 2693, Carpenters (AFL-CIO): Two 36-month renewal agreements effective from July 1, 1983 to June 30, 1986, covering 275 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	<u>July 1/83</u>	<u>July 1/84</u>	<u>July 1/85</u>
General Increases		6%	5%	Minimum 5%
Helper		\$10.89 (\$10.27)	\$11.43	\$12.00
Electrician Class 1		\$12.59 (\$11.88)	\$13.22	\$13.88

Previous rates reflect a total of 4.14% COLA fold-in.

Cost of Living Allowance:	Effective July 1, 1985, 1% per 1% increase in the Consumer Price Index - 1971=100 for May, 1985 over the May, 1984 base index. Triggers at 5% (10%). To be folded into wages. (Basic formula is unchanged.)
Dirty Work Rates:	Effective July 1, 1984, \$2 per hour. (Previously, time and one-quarter.)
Health and Welfare:	<u>Life Insurance and A.D. &amp; D.</u> - Effective January 1, 1984, \$15,000 (\$12,000) coverage.  <u>Weekly Indemnity</u> - Maximum benefit increases to \$220 (\$200) per week.  <u>Dental Plan</u> - Coverage is based on the 1980 (1979) Ontario Dental Association fee schedule. Effective July 1, 1984, the 1981 ODA fee schedule. Effective July 1, 1985, the 1982 ODA fee schedule.
Pension Plan:	Employer contributes 15¢ (13¢) per hour worked. Effective July 1, 1984, 17¢.
Meal Allowance:	Employee receives a hot meal, or \$10, plus a 20-minute paid break after 1 hour of overtime and after every additional 4 hours. (Previously, employee received a hot meal, plus a 20-minute paid break or worked without meal and break and received \$15.)

#### ELECTRICAL PRODUCTS

Canadian Wire and Cable Limited, formerly Canwirco Inc. at Simcoe - Local 6187,  
United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 20, 1984 to February 19, 1986, covering 205 employees, settled at the conciliation officer stage.  
Duration of negotiations - 2 months.

Wages:	Effective	Feb. 20/84	Feb. 20/85
General Increases		55¢	4%
Floorworker		\$9.70-\$9.85 (\$9.15-\$9.30)	\$10.09-\$10.24
Industrial Electrician		\$14.56-\$14.71 (\$14.01-\$14.16)	\$15.14-\$15.29

Probationary period is 50 days worked. Maximum rates are reached after three 50-working day increases of 5¢ each.

Cost of Living Allowance:	1% per 1% increase in the Consumer Price Index - 1971=100, using January 1984 as the base index month. Triggers at 10.5%. Resulting increase to be applied to the weighted average for the maximum of labour grades as established for February 20, 1984, at \$10.70 (\$9.09). Calculated and paid February 20, 1985. (Basic formula is unchanged.)
First Aid Premium (new):	5¢ per hour for employee who holds First Aid Certificate.

Health and  
Welfare:

Life Insurance and A.D. & D. - Effective March 1, 1985, \$12,000 (\$10,000) coverage.

Weekly Indemnity - Effective March 1, 1984, benefit increases to \$200 (\$190) per week. Effective March, 1985, \$205.

Dental Plan - Effective March 1, 1984, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Pension Plan:

Basic Benefit - Effective March 1, 1984, \$10.50 (\$9.00) per month per year of service. Effective March 1, 1985, \$11.50.

#### CHEMICAL AND CHEMICAL PRODUCTS

Cyanamid Canada Inc. (Welland Plant) at Niagara Falls - Local 21, Energy and Chemical Workers (CLC): A 12-month renewal agreement effective from November 16, 1983 to November 15, 1984, covering 450 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	May 1/84	Sept. 1/84
	General Increases	3%	2%
	Additional Adjustments	Some classication adjustments	
	Labourer	\$10.66 (\$10.35)	\$10.87
	Electrician 1A	\$14.02 (\$13.61)	\$14.30

#### MISCELLANEOUS MANUFACTURING

Computing Devices Company, a division of Control Data Canada Ltd. at Ottawa - Salaried Employees Alliance (Ind.): A 24-month renewal agreement effective from November 1, 1983 to October 31, 1985, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Nov. 1/83	Nov. 1/84
	General Increases	4.5%	3%
	Additional Increases (Merit Pool)	1.5%	2%
	Junior Program Analyst	\$17,832-\$26,748 (\$17,064-\$25,596)	\$18,367-\$27,710
	Senior Engineer	\$35,760-\$53,640 (\$34,220-\$51,330)	\$36,833-\$55,249

Callback Pay  
(new):

Employee receives a minimum of 3 hours' pay.

Stand-by Pay (new): Employee of the MIS Department on approved stand-by duty, for consultation or return to work outside of normal working hours, receives 2 hours straight time pay per 24-hour period and 4 hours at straight time when the stand-by occurs on a Saturday, Sunday or statutory holiday.

Paid Holidays: Effective January 1, 1984, 1 floating day is added for a total of 12 days.

Health and Welfare: Dependant Life Insurance - \$3,000 (\$2,000) coverage for spouse and \$2,000 (\$1,000) for dependants.

Dental Plan - Coverage continues to be based on the current Ontario Dental Association fee schedule. Effective January 1, 1984, restorative and orthodontic coverage is added. Plan pays 50% of all eligible expenses to a maximum \$2,000 annually for restorative treatment and \$2,000 per lifetime for orthodontic treatment.

Termination Payment: Employee who has completed a minimum of 1 year's service receives 6 (5) to 32 (24) weeks pay depending on number of years service.

#### COMMUNICATION

Bell Canada, Ontario and Quebec - Canadian Telephone Employees' Association (Ind.)(clerical and associated employees): A 24-month renewal agreement effective from December 17, 1983 to December 16, 1985, covering 11,024 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 17/83</u>	<u>Dec. 17/84</u>
	General Increases	5%	4%
	<u>Weekly Rates</u>		
	Intermediate Clerk Grade 5	\$264.30-\$352.85 (\$251.70-\$336.05)	\$274.85-\$366.95
	Senior Clerk Grade 6	\$272.15-\$391.65 (\$259.20-\$373.00)	\$283.05-\$407.30
	Service Representative	\$309.00-\$452.95 (\$294.30-\$431.40)	\$321.35-\$471.05

Probationary period is 6 months of credited service. Maximum rates are reached on merit.

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1971=100, using the December 1983 base index month compared to December 1984 index. Triggers at 6% (12%). To be paid in a lump sum effective April 1985. (Basic formula is unchanged.)

Maternity Leave: Effective January 1, 1984 employer pays up to \$1,000 for 15 weeks above UIC benefit (new).

## CONSTRUCTION

The Ontario General Contractors Association - Carpenters, Labourers and Structural Iron Workers, (AFL-CIO), Plasterers (cement masons), Bricklayers and International Operating Engineers (AFL-CIO/CFL): Several 24-month renewal agreements effective from May 1, 1984 to April 30, 1986, settled at the bargaining stage. Duration of negotiations - 7 months.

The Carpenters and Bricklayers agreements did not ratify until January, 1984 and those settlements will be reported in the January Report. The following agreements were ratified in December 1983 and were part of this settlement:

Package:	Effective	<u>May 1/84</u>	<u>May 1/85</u>
	Increases		\$1.00

NOTE: Rates shown below include vacation pay and employer contributions to welfare and pension funds. Further details on package breakdowns are not yet available.

Cement Masons Employer Bargaining Agency for the Ontario General Contractors Association Labour Relations Bureau, Industrial Contractors Association of Canada, Waterproofing Contractors Association of Ontario and Concrete Floor Contractors Association of Ontario - Ontario Provincial Conference, Plasterers (AFL-CIO/CFL) (700 cement masons):

### Journeyman Cement Mason

Local 151, London*	\$17.75 (\$17.75)	\$18.75
Local 598, Southern and Central Region - Toronto	\$19.03 (\$19.03)	\$20.03

\* Excludes pension fund contributions.

Labourers' Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Association, Ontario Masonry Contractors Association, Industrial Contractors Association of Canada, Waterproofing Contractors Association of Ontario, Concrete Floor Contractors Association of Ontario - Ontario Council, Labourers (AFL-CIO) (10,000 employees):

### A. MASTER PORTION

Masonry and Plaster Tender, Local 1036, Sault Ste Marie	\$16.06 (\$16.06)	\$17.06
Group A, Labourer, Local 506, Toronto	\$18.35 (\$18.35)	\$19.35

	<u>May 1/84</u>	<u>May 1/85</u>
Experienced Labourer, Local 625, Windsor	\$17.67 (\$17.67)	\$18.67

B. ONTARIO MASONRY CONTRACTORS APPENDIX (ALL LOCALS)

MASON TENDER

Local 597, Peterborough	\$16.12 (\$16.12)	\$17.12
Local 506, Toronto	\$18.46 (\$18.46)	\$19.46
Local 625, Windsor	\$17.78 (\$17.78)	\$18.78

C. CONCRETE FLOOR CONTRACTORS ASSOCIATION OF ONTARIO

CEMENT MASON

Local 837, Niagara and Hamilton	\$18.47 (\$18.47)	\$19.47
Local 1089, Sarnia	\$18.50 (\$18.50)	\$19.50
Local 506, Toronto	\$19.10 (\$19.10)	\$20.10

D. WATERPROOFING CONTRACTORS APPENDIX

JOURNEYMAN

Local 506, Toronto	\$19.10 (\$19.10)	\$20.10
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Ontario Erectors Association Inc. - Structural Iron Workers  
(AFL-CIO) ( 5,000 steel erectors):

Journeyman  
Ironworker

Local 759, Thunder Bay	\$21.21 (\$21.21)	\$22.21
Local 721, Toronto	\$21.79 (\$21.79)	\$22.79

Operating Engineers Employer Agency (Crane and Equipment Rental,  
Steel Erection or Mechanical Installation; Foundation, Piling and  
Caisson Boring; Excavating; Building and Construction Work and  
Survey Work), province-wide - Local 793, International Operating  
Engineers (AFL-CIO/CFL) (1,750 employees commercial, industrial  
and institutional construction):

	<u>May 1/84</u>	<u>May 1/85</u>
<u>A. Crane and Equipment Rental, province-wide</u>		
1st Class	\$22.57	\$23.57
Stationary Engineer	(\$22.57)	
<u>B. Steel Erection or Mechanical Installations, province-wide</u>		
1st Class	\$22.47	\$23.47
Stationary Engineer	(\$22.47)	
<u>C. Foundation, Piling and Caisson Boring, province-wide</u>		
Boring Machine Operator, Model LLDH	\$21.49 (\$21.49)	\$22.49
<u>D. Excavating, Toronto Area</u>		
Operating Engineer (includes Crane Operator)	\$19.75 (\$19.75)	\$20.75
<u>E. Building and Construction Work</u>		
Operating Engineer (includes Crane Operator), Sault Ste Marie	\$20.75 (\$20.75)	\$21.75
<u>F. Survey Work, province-wide</u>		

Wages and Health and Pension contributions shall be paid as set out in the appropriate schedule.

Plasterers Employer Bargaining Agency for the Walls and Ceilings Contractors Association and Ontario General Contractors Association Labour Relations Bureau - Ontario Provincial Conference, Plasterers (AFL-CIO/CFL) (1,000 employees):

Journeyman Plasterer

Local 598, Sudbury	\$18.08 (\$18.08)	\$19.08
Local 598, Toronto	\$19.30 (\$19.30)	\$20.30

Rodmen Employer Bargaining Agency for the Industrial Contractors Association of Canada, Ontario General Contractors Association Labour Relations Bureau and Reinforcing Steel Institute of Ontario - Ontario Council, Structural Iron Workers (AFL-CIO) (1,000 employees):

Rodman

Local 786, Sudbury	\$20.00 (\$20.00)	\$21.00
Local 721, Toronto	\$20.58 (\$20.58)	\$21.58
Local 700, Sarnia	\$20.71 (\$20.71)	\$21.71

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement) - Plumbers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1983 to April 30, 1985, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

	Effective	<u>May 1/83</u>	<u>Jan. 1/84</u>	<u>May 1/84</u>
	Package Increases	25¢	20¢	\$1.45
Wages:	General Increases			\$1.32
	Welder-Journeyman	\$20.25 (\$20.25)		\$21.57
	Welder-Bead/Hot Pass	\$20.85 (\$20.85)		\$22.17
Health and Welfare Fund:	Employer contributes 60¢ (50¢) per hour earned. Effective January 1, 1984, 70¢.			
Pension Fund:	Employer contributes \$1.15 (\$1) per hour earned. Effective January 1, 1984, \$1.25.			
Training Fund:	Employer contributes 0¢ (15¢) per hour earned. Effective May 1, 1984, 10¢.			
Promotion Fund:	Effective May 1, 1984, employer contributes 10¢ (5¢) per hour earned.			

Addendum

November 1983 Settlement

MISCELLANEOUS MANUFACTURING

Sheller-Globe of Canada Ltd., Canadian Steering Wheel Division at Brampton - Local 1285, Auto Workers (CLC): A 36-month renewal agreement effective from November 6, 1983 to November 6, 1986, covering 316 employees, settled at the bargaining stage and ratified in November, 1983. Duration of negotiations - 1 month.

Wages:	Effective	<u>Nov. 6/83</u>	<u>Nov. 6/84</u>
	General Increases	20¢	15¢

	<u>Nov. 6/83</u>	<u>Nov. 6/84</u>
Finish Operator	\$11.46	\$11.61
Assembly & Inspection	(\$11.26)	
Tool and Die	\$14.41	\$14.56
Maker	(\$14.21)	
Effective	<u>May 6/85</u>	<u>Nov. 6/85</u>
General Increases	10¢	20¢
Finish Operator -	\$11.71	\$11.91
Assembly & Inspection		
Tool and Die	\$14.66	\$14.86
Maker		

Previous rates reflect \$2.11 COLA fold-in during the previous agreement.

Cost of Living Allowance:

1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using October, 1983 as the base index month. Adjusted quarterly and folded into wages. (Basic formula is unchanged.)

Health and Welfare:

Weekly Indemnity - Benefit increases to 60% of regular salary to the UIC maximum, payable on a 1-4-39 basis. (Previously, \$180 maximum.)

Dental Plan - Coverage continues to be based on the current (1983) Ontario Dental Association fee schedule.

Pension Plan:

Basic Benefit - \$10.50 (\$9.50) per month per year of service.  
Effective November 6, 1984, \$11 per month per year of service.  
Effective November 6, 1985, \$11.50.

Current Retiree Benefits - Increase by \$1 per month per year of service.

Negotiations in Progress during December 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Bilt-rite Upholstering Co. Ltd., Weston	Upholsterers (AFL-CIO/CLC)	300	B
C & C Yachts Manufacturing Ltd., Niagara-on-the-Lake	Carpenters (AFL-CIO)	219	CO
Canadian National Institute for the Blind (Ontario Div.), province - wide	Service Employees Intl. (AFL-CIO/CLC)	315	CO
Canadian Press and Broadcast News, Toronto and Ottawa	Newspaper Guild (AFL-CIO/CLC)	348	B
Canadian Standards Assn., Toronto	CUPE (CLC)	350	CO
Canteen of Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/ CLC)	300	CO
Cara Operations Ltd. (Airline Services Div.), Mississauga	Hotel Employees (AFL-CIO/CLC)	400	CO
Certified Automotive Products (Canada) Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	681	B
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	579	B
Chromasco Ltd., Haley	United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	325	B
Colonial Cookies (Div. of Beatrice Intl.), Kitchener	Food and Commercial Workers (AFL-CIO/ CLC)	300	CO
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	600	B
Custom Trim Ltd., Waterloo	Rubber Workers (AFL-CIO/CLC)	323	B
Dempster's Bread, (Div. of Corporate Foods Ltd.), Toronto	Teamsters (Ind.)	200	B
Dominion Dairies Ltd., Toronto	Teamsters (Ind.)	600	B
Dominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	300	B
Dubreuil Brothers Ltd., Dubreuilville	Employees Assn. (Ind.)	275	B
Du Pont Canada Inc. (Kingston Works), Kingston	Kingston Independent Nylon Workers Union (Ind.)	1,250	CO

\*See page 621 for definition of codes

Negotiations in Progress during December 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Du Pont Canada Inc. (Nipissing Works), North Bay	Nipissing Independent Union (hourly rated empls.)	258	B
Eastern Ontario Children's Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	467	RL
E.B. Eddy Forest Products Ltd. (Wood Products Div.), Nairn	Cdn. Paperworkers (CLC)	210	MED
Esselte Pendaflex Canada Inc., Toronto	Graphic Communications (AFL-CIO/CLC)	225	CO
Etobicoke City Board of Education	CUPE (CLC)	463	B
Falconbridge Nickel Mines, Falconbridge	United Steelworkers (AFL-CIO/CLC)	420	PCB
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	460	CO
Firestone Textiles Co., Div. of Firestone Canada Inc., Woodstock	United Textile Workers (AFL-CIO/CLC)	220	B
Frankel Steel Ltd., Milton	United Steelworkers (AFL-CIO/CLC)	325	CO
General Tire Canada Ltd., Tire Div., Barrie	Rubber Workers (AFL-CIO/CLC)	614	MED/WS
Greb Industries Ltd. (Div. of Warrington Inc.), Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	240	B
Gulf Canada Products Ltd., Mississauga	Energy and Chemical Workers (CLC)	450	B
Haley Industries Ltd., Haley	United Steelworkers (AFL-CIO/CLC)	320	MED
Holiday Inn of Toronto - Downtown of the Commonwealth Holiday Inns of Canada Ltd.	Hotel Employees (AFL-CIO/CLC)	330	B
Hussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	366	MED/WS
Imperial Leaf Tobacco of Canada Ltd., Aylmer	Energy and Chemical Workers (CLC)	500	CO
Keeprite Inc., Brantford	Employees' Assn. (Ind.)	375	CO
Kelsey-Hayes Canada Ltd. (Beards Lane Plant and Eureka Foundry), Woodstock	Auto Workers (CLC)	394	B

Negotiations in Progress during December 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Lakehead Terminal Elevators Assn. - Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	PCR
Lake Ontario Cement Ltd. (Plant, Quarry and Packhouse), Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	252	CO
Lily Cups Ltd., Toronto	Graphic Communications (AFL-CIO/CLC)	495	B
Maritime Employers' Assn., Hamilton and Toronto	Longshoremen (AFL-CIO/CLC)	215	B
McDonnell Douglas Canada Ltd. Mississauga	Auto Workers (CLC)(office and clerical empls.)	323	MED
McDonnell Douglas Canada Ltd. Mississauga	Auto Workers (CLC)(production empls.)	2,277	MED
Metropolitan Separate School Board, Toronto	CUPE (CLC)	525	B
Metropolitan Toronto Municipality (Homes for the Aged)	CUPE (CLC)(part-time empls.)	816	ARB
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL- CIO/CLC)	700	MED
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	700	B
North York City Board of Education	CUPE (CLC) (office, clerical and technical empls. and teacher aids)	700	B
Ontario Housing Corp. and Metro Toronto Housing Authority	CUPE (CLC)	670	B
Ontario Housing Corp. and other Housing Authorities (except Metro Toronto)	CUPE (CLC)	1,200	B
Oshawa City Corp.	CUPE (CLC)	217	RL
Paramount Industries and Donlee Plastics (Divs. of Donlee Manufacturing Industries)	Clothing and Textile Workers (AFL-CIO/CLC)	250	CO

\*\* Federal jurisdiction

Negotiations in Progress during December 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Parkwood Hospital Veterans Care Centre and Western Counties Wing and McCormick Home for the Aged, London	Service Employees Intl. (AFL-CIO/CLC)	510	B
Property Management Services Organization, Toronto	Labourers (AFL-CIO)	250	B
Quaker Oats Co. of Canada Ltd., Peterborough	Food and Commercial Workers (AFL-CIO/CLC)	330	MED/WS
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	400	CO
Richards-Wilcox of Canada Ltd., London	Machinists (AFL-CIO/CLC)	202	B
Ryerson Polytechnical Institute Board of Governors	Staff Assn. (Ind.)	487	PCB
St. Thomas-Elgin General Hospital	Service Employees Intl. (AFL-CIO/CLC)	470	CO
Scarborough City Board of Education	CUPE (CLC)(full-time operations and maintenance empls.)	800	B
Scarborough City Board of Education	CUPE (CLC)(part-time operations and maintenance empls.)	450	B
Shell Canada Ltd., Corunna	Energy and Chemical Workers (CLC)	215	B
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC)	500	B
Storwal International Inc., Pembroke	United Steelworkers (AFL-CIO/CLC)	275	CO
Toronto City Board of Education	CUPE (CLC)(chief caretakers, chief engineers and stationary engineers)	243	B
Toronto City Board of Education	CUPE (CLC)(elementary school office and clerical empls.)	204	B
Toronto City Board of Education	CUPE (CLC)(office and clerical empls. and librarians)	409	B
Toronto City Board of Education (Plant Operations Dept. and Maintenance and Construction Dept.)	CUPE (CLC)(caretakers and maintenance empls.)	721	B
Toronto Hotel Employers Association	Hotel Employees (AFL-CIO/CLC)	3,500	B

Negotiations in Progress during December 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Union Gas Ltd., southwestern Ontario	Energy and Chemical Workers (CLC) (hourly-rated and clerical empls.)	1,000	C0
Voyageur Colonial Ltd., Ottawa	Railway, Transport and General Workers (AFL-CIO/CLC)	466	B
Waterloo County Board of Education	Custodian and Maintenance Assn. (Ind.)	415	B
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	445	B
Weston Bakeries Ltd., Kitchener	Retail, Wholesale Employees (AFL-CIO/CLC)	220	C0
Windsor City Board of Education	CUPE (CLC)	227	B
Weyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	200	B
York Borough Board of Education	CUPE (CLC)	233	B
<u>More Than One Province</u>			
CN/CP Telecommunications, system-wide	Communications and Allied Workers (Ind.)	2,243	B
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont., and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo-engravers)	1,000	C0
Tele-Direct (Publications) Inc., Hamilton, Kitchener, Ottawa, Sudbury, Thunder Bay and Toronto, Ont., and Montreal, Que.	Cdn. Telephone Employees (Ind.)	392	B
Maple Leaf Mills Ltd., Port Colborne and Toronto, Ont., Calgary and Medicine Hat, Alta. and Winnipeg, Man.	Food and Commercial Workers (AFL-CIO/CLC)	500	B

Negotiations in Progress during December 1983 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

B - Direct Bargaining  
DMO - Direct Mediation Officer  
CO - Conciliation  
CB - Conciliation Board  
MED - Mediation  
PCB - Post Conciliation Bargaining  
ARB - Arbitration  
WS - Work Stoppage  
B/WS - Bargaining After a Work Stoppage  
MED/WS - Mediation During a Work Stoppage  
F - Fact Finder  
PMB - Post Mediation Bargaining  
PFB - Post Fact Finder Bargaining  
RL - Restraint Legislation  
(R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in January 1984

Employer and Location	Union	No. of Empls.
Brown Boveri Howden Inc., Toronto	Boilermakers (AFL-CIO/CFL)	270
Canadian National Institute for the Blind (Ontario Div.), province-wide	Service Employees Intl. (AFL-CIO/CLC)	315
Certified Automotive Products (Canada) Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	681
Cyanamid Canada Inc. (Niagara Plant), Niagara Falls	Electrical Workers (UE)(CLC)	210
Du Pont Canada Inc. (Kingston Works), Kingston	Kingston Independent Nylon Workers (Ind.)	1,250
Fiberglas Canada Inc., Sarnia	Energy and Chemical Workers (CLC)	427
Gulf Canada Products Co., Clarkson Refinery, Mississauga	Energy and Chemical Workers (CLC)	450
Hamilton City Corp.	CUPE (CLC)(inside empls.)	405
Hamilton City Corp.	CUPE (CLC)(outside empls.)	495
Hamilton-Wentworth Regional Municipality	CUPE (CLC)(inside empls.)	350
Hamilton-Wentworth Regional Municipality	CUPE (CLC)(outside empls.)	200
Hamilton-Wentworth Regional Municipality (Macassa Lodge)	CUPE (CLC)	200
London City Corp.	Fire Fighters (AFL-CIO/CLC)	325
Metropolitan Toronto Children's Aid Society	CUPE (CLC)	600
Nestle Enterprises Ltd., Nestle Div., Chesterville	Retail, Wholesale Employees (AFL-CIO/CLC)	278
Parkwood Hospital Veterans Care Centre and Western County Wing and McCormick Home for for the Aged, London	Service Employees Intl. (AFL-CIO/CLC)	510
Sault Ste Marie City Corp. (Works Dept.)	CUPE (CLC)	220
Seagram Co. Ltd., Amherstburg	Auto Workers (CLC)	250
Shell Canada Ltd., Sarnia Refinery, Corunna	Energy and Chemical Workers (CLC)	215
Silknit Ltd., Cambridge	Teamsters (Ind.)	272
Sparton of Canada Ltd., London	Auto Workers (CLC)	200
St. Joseph's Hospital, London	Service Employees Intl. (AFL-CIO/CLC)	400

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in January 1984

Employer and Location	Union	No. of Empls.
St. Thomas-Elgin General Hospital, St. Thomas	Service Employees Intl. (AFL-CIO/CLC)(full-time empls.)	230
St. Thomas-Elgin General Hospital, St. Thomas	Service Employees Intl. (AFL-CIO/CLC)(part-time empls.)	240
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC)	500
Tele-Direct (Publications) Inc., Intercity	Cdn. Telephone Employees (Ind.)	387
Toronto Electric Commissioners	CUPE (CLC)	425
Toronto Hotel Employers Assn.	Hotel Employees (AFL-CIO/CLC)	3,500
Toronto Hydro-Electric System	CUPE (CLC)	425
Victoria Hospital Corp., London	Service Employees Intl. (AFL-CIO/CLC)(full-time empls.)	900
Victoria Hospital Corp., London	Service Employees Intl. (AFL-CIO/CLC)(part-time empls.)	400
Victoria Hospital Corp., London	Service Employees Intl. (AFL-CIO/CLC) (R.N.A.'s)	260





Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

CUMULATIVE INDEX  
COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
JANUARY TO DECEMBER 1983

RESEARCH BRANCH  
ONTARIO MINISTRY OF LABOUR



FOOD AND BEVERAGE

Black Diamond Cheese (Div. of Brooke Bond Inc.), Belleville and Food and Commercial Workers (AFL-CIO/CLC)	May	246
F.G. Bradley Co. Ltd., Toronto, Ont. and Winnipeg, Man. and Food and Commercial Workers (AFL-CIO/CLC)	June	308
Brewers' Warehousing Co. Ltd., province-wide; Molson's Brewery (Ont.) Ltd., Toronto and Barrie; Labatt's Ontario Breweries, Div. of Labatt Brewing Co. Ltd., Toronto, Waterloo and London; Carling O'Keefe Breweries of Canada Ltd. and Carling O'Keefe Transport Ltd., Toronto and Cdn. Brewery Workers (CLC) and National Brewery Workers (CLC) (warehouse, retail store clerks, office, technical, professional, production, maintenance and transport empls.)	Mar.	107
Christie, Brown and Co. (Div. of Nabisco Brands Ltd.), Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	Oct.	532
Coca Cola Ltd., Toronto, Ottawa, Kitchener, London, Hamilton and Windsor and Cdn. Brewery Workers (CLC) (production, sales and office empls.)	Oct.	533
Corby Distilleries Ltd., Corbyville and Distillery Workers (AFL-CIO/CLC)	Feb.	86
General Foods Ltd., Cobourg and Food and Commercial Workers (AFL-CIO/CLC)	July	386
Interbake Foods Ltd., London and Grain Millers (AFL-CIO/CLC) (production, maintenance, shipping empls. and drivers)	June	308
Kellogg Salada Canada Inc., London and Grain Millers (AFL-CIO/CLC)	Aug.	440
Kellogg Salada Canada Inc., Rexdale and Bakery and Tobacco Workers (AFL-CIO/CLC)	July	387
Lancia-Bravo Foods, Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	186
Thomas J. Lipton Inc., Bramalea and Grain Millers (AFL-CIO/CLC)	May	249
Maple Lodge Farms Ltd., Norval and Food and Commercial Workers (AFL-CIO/CLC)	May	246
Nabisco Brands Ltd., Consumer Foods Div., Niagara Falls and Firemen and Oilers (AFL-CIO/CLC)	Feb.	54
William Neilson Ltd., Georgetown and Teamsters (Ind.)	Apr.	185
William Neilson Ltd., Georgetown and Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Feb.	55
Quality Meat Packers Ltd. and Toronto Abattoirs Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	185
Rowntree Mackintosh Canada Ltd., Toronto and Retail, Wholesale Employees (AFL-CIO/CLC) (production and maintenance empls.)	May	247
Laura Secord Ltd./Ltee. and Cdn. Brewery Workers (CLC)	May	248
Shopsy's Foods Ltd., Weston and Food and Commercial Workers (AFL-CIO/CLC)	Feb.	52
Silverwood Dairies, Div. of Silverwood Industries Ltd., (Bathurst and 401 Branches), London and Teamsters (Ind.)	Feb.	53
Silverwood Dairies, Div. of Silverwood Industries Ltd., Toronto and Teamsters (Ind.)	July	385
Steinberg Inc., Miracle Food Mart Div., Rexdale and Food and Commercial Workers (AFL-CIO/CLC) (meat processing plant empls.)	Feb.	52
Weston Bakeries Ltd., Toronto and Teamsters (Ind.) (production empls.)	Jan.	4
Z and W Foods Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Jan.	4

## RUBBER AND PLASTIC PRODUCTS

Epton Industries Inc., Kitchener and Rubber Workers (AFL-CIO/CLC)	Sept.	518
Firestone Canada Inc., Hamilton and Rubber Workers (AFL-CIO/CLC)	Mar.	108
Gates Canada Inc., Brantford and Rubber Workers (AFL-CIO/CLC)	June	311
B.F. Goodrich Canada Inc., Kitchener and Rubber Workers (AFL-CIO/CLC)	Oct.	534
Goodyear Canada Inc., Collingwood and Rubber Workers (AFL-CIO/CLC)	Mar.	110
Goodyear Canada Inc., Factory and Reclamation Plant, Bowmanville and Rubber Workers (AFL-CIO/CLC)	Apr.	188
Goodyear Canada Inc., (New Toronto Factory, Central Distributing Warehouse and Bramshot Warehouse), Toronto and Rubber Workers (AFL-CIO/CLC) (production, maintenance and warehouse empls.)	Apr.	187
3M Canada Inc., London and Auto Workers (CLC)	May	249
Standard Products (Canada) Ltd. (Plants #1 and 2), Stratford and Natl. Council of Canadian Labour (Ind.)	Sept.	481
Uniroyal Ltd., Tire Factory and Rubber Machinery Shops, Kitchener and Rubber Workers (AFL-CIO/CLC) (production, shipping and maintenance empls.)	June	309

## LEATHER

Canada Packers Inc., Beardmore Div., Halton Hills (Acton) and Food and Commercial Workers (AFL-CIO/CLC)	Nov.	571
A.R. Clarke & Co. Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	June	312
Fortune Footwear, Div. of Susan Shoe Industries Ltd., Hamilton and United Textile Workers (AFL-CIO/CLC)	Nov.	571
Greh Industries, a div. of Warrington Inc., Street Plant, Kitchener and Clothing and Textile Workers (AFL-CIO/CLC)	July	388
Star Slipper Co. Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Dec.	603
Susan Shoe Industries Ltd., Hamilton Food and Commercial Workers (AFL-CIO/CLC)	Dec.	603

## TEXTILE

Allen Industries Canada (Div. of Dayco Canada Ltd.), Hamilton and Auto Workers (CLC)	May	251
Burlington Canada Inc., Brampton and Labourers (AFL-CIO)	Feb.	56
The Cambridge Towel Corp. and Elco Kitchen Products Ltd., Cambridge and Clothing and Textile Workers (AFL-CIO/CLC)	May	250
Canadian Fabricated Products Ltd., a Div. of American Motors (Canada) Inc., Stratford and Auto Workers (CLC)	Dec.	604
Courtaulds (Canada) Inc., Cornwall and Clothing and Textile Workers (AFL-CIO/CLC)	Oct.	536
Levi Strauss of Canada Inc., Cornwall and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	6
Newlands Textiles Inc., Cambridge and Natl. Council of Canadian Labour (Ind.)	Sept.	482
Irving Posluns Sportswear, Toronto and Ladies Garment Workers (AFL-CIO/CLC)	Apr.	190

## KNITTING MILLS

McGregor Hosiery Mills, Toronto and Textile & Chemical Union (CCU)	Nov.	572
Penman's Div. of Dominion Textile Inc., Cambridge, Kitchener and Paris and Clothing and Textile Workers (AFL-CIO/CLC)	Aug.	441
Puretex Knitting Co. Ltd., Toronto and Cdn. Textile and Chemical Union (CCU)	Feb.	57
Harvey Woods Ltd. (Underwear and Hosiery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd., a subsidiary of Harvey Woods, Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	189

## CLOTHING

Adidas Textiles (Canada) Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	5
The Arrow Co. (Div. of Cluett, Peabody Canada Inc.), Hamilton and Kitchener and Clothing and Textile Workers (AFL-CIO/CLC)	Aug.	442
Associated Clothing Manufacturers of the Province of Quebec Inc. and Montreal Clothing Contractors Assn. Inc., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ont., Toronto and Hamilton, Ont. and Montreal Joint Board and Toronto Joint Board, and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	605
Avon Sportswear, Toronto and United Garment Workers (AFL-CIO/CLC)	Dec.	606
Corah Ltd., Barrie and Clothing and Textile Workers (AFL-CIO/CLC)	Nov.	573
John Forsyth Co. Ltd., Kitchener and Waterloo and Clothing and Textile Workers (AFL-CIO/CLC)	Oct.	536
Great Northern Apparel Inc., Stoney Creek and Clothing and Textile Workers (AFL-CIO/CLC)	Sept.	482
Kayser-Roth Canada Ltd., London and Kitchener and Clothing and Textile Workers (AFL-CIO/CLC)	Feb.	57
Toronto Dress and Sportswear Manufacturers' Guild Inc., Toronto and Ladies' Garment Workers (AFL-CIO/CLC)	Sept.	483

## WOOD

Consolidated-Bathurst Inc., Wood Products Div., Braeside and Woodworkers (AFL-CIO/CLC)	July	388
Robert Hunt Corp., London and Carpenters (AFL-CIO)	July	389
Interforest Ltd., Durham and Woodworkers (AFL-CIO/CLC)	June	313
Livingston Export Packing Inc. and Livingston Distribution Centres Inc., Hagersville, London and Tillsonburg and Woodworkers (AFL-CIO/CLC)	Nov.	573
Weldwood of Canada Ltd., Longlac Div., Longlac and Carpenters (AFL-CIO)	Apr.	191

## FURNITURE AND FIXTURE

Commodore Business Machines Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Aug.	442
Heintzman Ltd. (Chair Div.), Toronto and Upholsterers (AFL-CIO/CLC)	Feb.	58
Heintzman Ltd. (Sklar Div.), Whitby and Upholsterers (AFL-CIO/CLC)	June	313
Knechtel Furniture Ltd., Hanover and Woodworkers (AFL-CIO/CLC)	Jan.	6
Storwal International Inc., Pembroke and United Steelworkers (AFL-CIO/CLC)	Jan.	7

## PAPER AND ALLIED

American Can Canada Inc., Brampton and Printing and Graphic Communications (AFL-CIO/CLC)	Feb.	59
Atlantic Packaging Products Ltd., Scarborough and Printing and Graphic Communications (AFL-CIO/CLC)	Jan.	7
Boise Cascade Canada Ltd., Fort Frances and Kenora and United Paperworkers (AFL-CIO/CLC)	Mar.	162
Consolidated-Bathurst Packaging Ltd., Hamilton, St. Thomas, Toronto and Whitby and Woodworkers (AFL-CIO/CLC)	Jan.	9
DRG Packaging (Div. of DRG Inc.), Toronto and Graphic Communications (AFL-CIO/CLC)	Nov.	575
Hilroy, Division of Abitibi-Price Inc., Toronto and Cdn. Paperworkers (CLC)	Mar.	111
Kimberly-Clark of Canada Ltd., Rexdale Plant, Etobicoke, Ont. and St. Hyacinthe, Que. and Cdn. Paperworkers (CLC)	Nov.	574
Lily Cups Ltd., Toronto and Printing and Graphic Communications (AFL-CIO/CLC)	Jan.	9
MacMillan Bloedel Ltd., Pembroke Div., Pembroke and Woodworkers (AFL-CIO/CLC)	Apr.	192

## PRINTING, PUBLISHING AND ALLIED

Carlton Cards Ltd., Toronto and Ind. Greeting Card Workers (an affiliation of the International Assn. of Greeting Card Workers)	June	314
The Globe and Mail (Circulation, Editorial and Maintenance - Delivery Depts.), Toronto and Newspaper Guild (AFL-CIO/CLC)	Jan.	10
Toronto Star Newspapers Ltd. and Newspaper Guild (AFL-CIO/CLC) (non-printing empls.)	Oct.	537
Toronto Star Newspapers Ltd. and Printing and Graphic Union, Graphic Arts Union, Machinists (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CFL) (pressmen and paperhandlers, stereotypers and mailing room employees, photo-engravers, machinists and electricians, etc.)	May	251

## PRIMARY METAL

Alcan Canada Products Ltd., Kingston and United Steelworkers and Machinists (AFL-CIO/CLC)	June	315
Arrow Head Metals Ltd., Toronto and Auto Workers (CLC)	Nov.	576
CAE - Montupet Diecast Ltd., St. Catharines and Machinists (AFL-CIO/CLC)	Mar.	112
Sonco Steel Tube, div. of Ferrum Inc. (Holtby Ave. and Van Kirk Dr. Plants), Brampton and United Steelworkers (AFL-CIO/CLC)	Dec.	606

## METAL FABRICATING

American Can Canada Inc., Simcoe, Ont. and Montreal, Que. and CLC Directly Chartered	June	316
Babcock & Wilcox Canada Ltd., Cambridge and United Steelworkers (AFL-CIO/CLC)	Sept.	484
Butler Metal Products, Div. of Guthrie Canadian Investments Ltd., Cambridge and Auto Workers (CLC)	Nov.	577
Canadian Coleman Co. Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Feb.	60

Canron Inc., Eastern Structural Div., Rexdale and Employees' Assn. (Ind.)	Sept.	484
Continental Can Canada Inc., a subsidiary of CCL Industries, Toronto, Chatham and Trenton, Ont. and at centres in Que., Man., Alta. and B.C. and United Steelworkers (AFL-CIO/CLC) (hourly-rated and salaried empls.)	June	459
Crane Canada Inc., Brantford and United Steelworkers (AFL-CIO/CLC)	Mar.	114
Decor Metal Products, Midland and Auto Workers (CLC)	Nov.	579
Dominion Bridge - Mount Dennis Plant, a Unit of AMCA International Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	May	252
Emco Ltd., London and United Steelworkers (AFL-CIO/CLC)	Nov.	580
Foster Wheeler Ltd., St. Catharines and United Steelworkers (AFL-CIO/CLC)	Feb.	59
ITT Aimco Div., Mississauga Operations, Mississauga and Toronto and United Steelworkers (AFL-CIO/CLC)	Aug.	443
Kendan Manufacturing Ltd., Windsor and Auto Workers (CLC)	Apr.	224
Lear Siegler Industries Ltd. (General Seating Div.), Kitchener and Auto Workers (CLC)	Jan.	11
Otaco, Div. of Redlaw Industries Inc., Orillia and United Steelworkers (AFL-CIO/CLC)	Mar.	114
Pioneer Chain Saw Corp. Inc., Peterborough and United Steelworkers (AFL-CIO/CLC)	June	316
Rockwell International of Canada Ltd., Guelph and Molders (AFL-CIO/CLC)	Sept.	485
A.G. Simpson Co. Ltd., Scarborough and Oshawa and Simpson Plant Council (Ind.)	Aug.	444
Snap-On Tools of Canada Ltd., province-wide and United Steelworkers (AFL-CIO/CLC)	Mar.	113
Snap-On Tools of Canada Ltd., province-wide and United Steelworkers (AFL-CIO/CLC)	Oct.	538
Supreme Aluminum Industries Ltd., Pickering and Scarborough and Employees' Assn. (Ind.)	Apr.	193
TRW Canada Ltd., Carr Div., Brantford and Auto Workers (CLC)	Nov.	578
Tridon Ltd., Burlington and Employees' Union (Ind.)	Mar.	112
John Wood Mfg. Ltd., Toronto and Auto Workers (CLC)	May	253

#### MACHINERY

Dorr-Oliver Canada Ltd., Orillia and United Steelworkers (AFL-CIO/CLC)	Feb.	61
Ex-Cell-O Corp. of Canada Ltd., North American Special Machine Div., London and Molders (AFL-CIO/CLC)	June	317
International Harvester Canada Ltd., Hamilton and United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	Apr.	193
Massey-Ferguson Ltd., Toronto and Brantford and Auto Workers (CLC) (production empls.)	Sept.	486
Otis Elevator Co. Ltd., Hamilton and United Steelworkers (AFL-CIO/CLC)	Feb.	62
Outboard Marine Corp. of Canada Ltd., Peterborough and United Steelworkers (AFL-CIO/CLC)	Oct.	540
Timberjack, a Div. of Eaton Yale Ltd., Forestry Equipment Div., Woodstock and Molders (AFL-CIO/CLC)	May	254

#### TRANSPORTATION EQUIPMENT

ACF Canada Ltd., Carter Carburetor Div., Bramalea and Machinists (AFL-CIO/CLC)	May	255
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American Motors (Canada) Inc., Brampton and Auto Workers (CLC) (production and maintenance empls.)	Oct.	544
Arvin Automotive of Canada Ltd., Vaughan Twp. and United Steelworkers (AFL-CIO/CLC)	Oct.	559
Bendix Heavy Vehicle Systems Inc., London and Auto Workers (CLC)	Sept.	491
Boeing of Canada Ltd., Arnprior Div., Arnprior and Machinists (AFL-CIO/CLC)	Mar.	115
Budd Canada Inc., Kitchener and Auto Workers (CLC)	May	256
Canadian A.S.E. Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Feb.	62
Champion Spark Plug Co. of Canada Ltd., Windsor and Auto Workers (CLC) (production and maintenance empls.)	Mar.	117
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor and Auto Workers (CLC) (office, clerical and engineering empls.)	Sept.	487
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor and Auto Workers (CLC) (production and maintenance empls.)	Sept.	488
Collingwood Shipyards, Div. of Canadian Shipbuilding and Engineering Ltd., Collingwood and United Steelworkers (AFL-CIO/CLC)	Sept.	492
Eaton Yale Ltd., Suspension Div., Wallaceburg and Auto Workers (CLC)	June	318
Excel Metalcraft Ltd., Aurora and Auto Workers (CLC)	Apr.	195
Fleet Industries, a div. of Ronyx Corp. Ltd., Fort Erie and Machinists (AFL-CIO/CLC)	Oct.	540
Gabriel of Canada Ltd., Toronto and Mississauga and Machinists (AFL-CIO/CLC) (plant empls.)	July	390
Hayes-Dana Inc., St. Catharines and Thorold and Auto Workers (CLC)	Mar.	118
International Harvester Co. Canada Ltd., Chatham and Auto Workers (CLC) (production empls.)	Mar.	115
Kelsey-Hayes Canada Ltd., Windsor and Auto Workers (CLC)	Feb.	63
Long Manufacturing Div., Borg-Warner (Canada) Ltd., Oakville and Auto Workers (CLC)	Mar.	119
MTD Products Ltd., Kitchener and Auto Workers (CLC)	Oct.	539
Mack Canada Inc., Oakville Assembly Plant and Machinists (AFL-CIO/CLC)	Dec.	607
National Auto Radiator Manufacturing Co. Ltd., Windsor and Auto Workers (CLC)	Jan.	13
Port Arthur Shipbuilding Co., Thunder Bay and United Steelworkers (AFL-CIO/CLC), Painters and Plumbers (AFL-CIO/CFL) and Carpenters (AFL-CIO)	Dec.	607
Port Weller Dry Docks (A Div. of Upper Lakes Shipping Ltd.), St. Catharines and Boilermakers and Electrical Workers (IBEW) (AFL-CIO/CFL) (production empls.)	July	392
Procor Ltd., Oakville and Boilermakers (AFL-CIO/CFL)	Aug.	445
S.K.D. Manufacturing Div. of S.K.D. Technologies Inc., Amherstburg and Auto Workers (CLC)	July	390
Sheller-Globe of Canada Ltd. (Kralinator Filters Div.), Cambridge and United Steelworkers (AFL-CIO/CLC)	Feb.	65
Spar Aerospace Ltd., Toronto and Auto Workers (CLC) (hourly-rated and office, clerical and technical empls.)	Oct.	541
TRW Canada Ltd., Thompson Products Div., St. Catharines and Employees' Assn. (Ind.) (hourly-rated plant empls.)	June	319
Titan Proform Co. Ltd., Toronto and Auto Workers (CLC)	Apr.	196
Trailmobile Canada Ltd., Brantford and Auto Workers (CLC) (hourly-rated and office and clerical empls.)	Sept.	490
Wabco Ltd., Stoney Creek and Electrical Workers (UE) (CLC) (hourly-rated empls.)	June	320
Walbar of Canada Inc., Mississauga and United Steelworkers (AFL-CIO/CLC)	Nov.	587

## ELECTRICAL PRODUCTS

AEL Microtel Ltd., Brockville and Electrical Workers (IUE) (CLC)	May	258
BBC Brown Boveri Canada Inc., Mississauga and Cdn. Operating Engineers (CCU)	Jan.	14
Camco Inc., Hamilton and Electrical Workers (UE) (CLC)	July	393
Canada Wire and Cable Ltd., East York and Electrical Workers (UE) (CLC)	Oct.	546
Canadian General Electric Co. Ltd., Barrie, Burlington, Guelph, Peterborough, Toronto and Trenton and Electrical Workers (UE) (CLC)	Mar.	120
Canadian General Electric Co. Ltd., Cobourg, Oakville and Toronto, Ont., and Montreal, St. Andre and St. Augustine, Que. and the Montreal Armature Company Ltd., Montreal, Que. and Electrical Workers (IUE) (CLC) (hourly-rated and salaried empls.)	Apr.	197
Canadian General Electric Co. Ltd., Peterborough and Electrical Workers (IUE) (CLC) (salaried empls.)	Apr.	199
Canadian General Electric Co. Ltd., Guelph, Peterborough, Scarborough and Toronto and Technical Engineers (AFL-CIO/CLC)	May	259
Canadian Wire and Cable Ltd., Simcoe and United Steelworkers (AFL-CIO/CLC)	Dec.	608
Chromalox Canada, Div. of Canadian Corporate Management Co. Ltd., Toronto and Auto Workers (CLC)	June	322
Crouse-Hinds Canada Ltd., Toronto and Auto Workers (CLC)	Feb.	66
Electrohome Ltd., Cambridge and Auto Workers (CLC)	June	322
Electrohome Ltd., Kitchener and Electrical Workers (IBEW) (AFL-CIO/CFL)	Nov.	581
Hammond Manufacturing Co. Ltd., Guelph and Puslinch and Employees' Assn. (Ind.)	Nov.	582
Inglis Ltd., Mississauga and Electrical Workers (IUE) (AFL-CIO/CLC)	Nov.	581
Inglis Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	May	257
RCA Inc., Prescott and Electrical Workers (IUE) (CLC) (office, clerical, technical and plant empls.)	Sept.	493
Sangamo Canada, Toronto and Machinists (AFL-CIO/CLC) (production maintenance and shipping empls.)	May	261
Smith & Stone Inc., Georgetown and Auto Workers (CLC)	Apr.	199
Sunbeam Corp. (Canada) Ltd., Toronto and Electrical Workers (UE) (CLC)	Apr.	196
J.E. Thomas Specialties Ltd., Lindsay and Rubber Workers (AFL-CIO/CLC)	July	417
Xerox Canada Inc., Manufacturing and Distribution Centre, Mississauga and Clothing and Textile Workers (AFL-CIO/CLC)	Sept.	494

## NON-METALLIC MINERAL PRODUCTS

Fiberglas Canada Ltd., Sarnia and Energy and Chemical Workers (CLC)	Apr.	201
Norton Co., Electric Furnace Plants, Niagara Falls and Teamsters (Ind.) (hourly-rated and piecework empls.)	Aug.	445
Ottawa Area Ready Mix Companies and Teamsters (Ind.)	Apr.	200
Raybestos Canada Inc., Peterborough and United Steelworkers (AFL-CIO/CLC)	May	261
St. Lawrence Cement Inc. (Mississauga Plant, Ogden Point Quarry and Cement Distributing Depots), Mississauga and Cement Workers (AFL-CIO/CLC) (hourly-rated empls.)	Oct.	546

## PETROLEUM AND COAL PRODUCTS

BP Refining and Marketing Canada Ltd. (Trafalgar Refinery, Trafalgar Marketing Terminal and Mississauga Packaged Product Warehouse) and Energy and Chemical Workers (CLC)	Mar.	121
Gulf Canada Products Co., Clarkson Refinery, Mississauga and Energy and Chemical Workers (CLC)	June	323
Shell Canada Ltd. (Sarnia Refinery), Corunna and Energy and Chemical Workers (CLC)	Apr.	201

## CHEMICAL AND CHEMICAL PRODUCTS

Allied Chemical Canada Ltd., Amherstburg and Auto Workers (CLC)	Feb.	66
BCL Canada Inc., Cornwall and Clothing and Textile Workers (AFL-CIO/CLC)	Nov.	583
Colgate-Palmolive Canada, Toronto and Teamsters (Ind.)	Sept.	495
Connaught Laboratories Ltd., Toronto and Bolton and Energy and Chemical Workers (CLC)	Mar.	122
Cyanamid Canada Inc. (Welland Plant), Niagara Falls and Energy and Chemical Workers (CLC)	Dec.	609
Dow Chemical Canada Inc., Sarnia and Energy and Chemical Workers (CLC)	Mar.	123
Du Pont Canada Inc., Maitland and Energy and Chemical Workers (CLC)	Apr.	202
Lever Detergents Ltd., Toronto and Teamsters (Ind.)	Mar.	122
Polysar Ltd., Sarnia and Energy and Chemical Workers (CLC)	Feb.	88

## MISCELLANEOUS MANUFACTURING

Canadian General-Tower Ltd., Cambridge and Rubber Workers (AFL-CIO/CLC)	Mar.	124
Computing Devices Co., a Div. of Control Data Canada Ltd., Ottawa and Salaried Employees Alliance (Ind.)	Dec.	609
Honeywell Ltd. - Honeywell Ltee., Scarborough and Auto Workers (CLC) (hourly-rated empls.)	Feb.	67
Robertshaw Controls Canada Inc., Toronto and Electrical Workers (UE) (CLC)	June	324
Sheller-Globe of Canada Ltd., Cdn. Steering Wheel Div., Brampton and Auto Workers (CLC)	Dec.	614
Tonka Corp. Canada Ltd., Mississauga and Molders (AFL-CIO/CLC)	Nov.	584

## FORESTRY

Abitibi-Price Inc. (Lakehead Woodlands, Iroquois Falls Woods and White River Woods Divs.) and Carpenters (AFL-CIO)	Feb.	68
Domtar Inc., Domtar Forest Products Woodlands Div., Nipigon and Carpenters (AFL-CIO)	July	395
E.B. Eddy Forest Products Ltd., Forestry Div., Espanola and Carpenters (AFL-CIO)	June	325
Great Lakes Forest Products Ltd., Thunder Bay Woodlands Operations and Dryden Woodlands Operations and Carpenters (AFL-CIO) (lumber and sawmill workers)	Feb.	70
Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Div.), Longlac and Carpenters (AFL-CIO)	Jan.	15
Pic River Forest Products Inc., Marathon and Carpenters (AFL-CIO)	Aug.	446
Spruce Falls Power and Paper Co. Ltd., Kapuskasing and Carpenters (AFL-CIO) (lumber and sawmill workers) (woods operations empls.)	Jan.	16

## MINES

Dontar Inc., Dontar Chemicals Group, Sifto (R) Salt Div., Goderich Mine and Energy and Chemical Workers (CLC)	Apr.	202
Falconbridge Ltd., Falconbridge and Mine, Mill and Smelter Workers (Ind.) (mine and smelter hourly empls.)	Mar.	125
Mattabi Mines Ltd., Ignace and United Steelworkers (AFL-CIO/CLC)	June	327
Noranda Mines Ltd. (Geco Div.), Manitouwadge and Fed. of Metal Trades, Mines and Chemical Products Union (CNTU) (mine and plant empls.)	Oct.	547
Pamour Porcupine Mines Ltd. (Pamour, Hollinger, Ross and Schumacher Divs.) and United Steelworkers (AFL-CIO/CLC) (mine and plant empls.)	June	326

## TRANSPORTATION

Air Canada, system-wide and Air Line Pilots (Ind.)	Apr.	222
Air Canada, system-wide and Air Line Pilots (Ind.)	Aug.	448
Air Canada, system-wide and Machinists (AFL-CIO/CLC)	Apr.	226
Brazeau Transport Inc., province-wide and Teamsters (Ind.)	Jan.	17
Canadian Pacific Air Lines Ltd., system-wide and Railway Clerks (AFL-CIO/CLC) (agents, dispatchers, assistant dispatchers, ground hostesses and teletypists)	Apr.	203
Canadian Pacific Express, Div. of Canadian Pacific Express and Transport Ltd., Atlantic, Eastern and Western Regions and Railway Clerks (AFL-CIO/CLC) (warehousemen, drivers, mechanics, clerks and other empls.)	Apr.	227
Canpar (a Div. of Cdn. Pacific Express and Transport Ltd.), system-wide and Railway Clerks (AFL-CIO/CLC)	Mar.	163
Gelco Express/B.D.C. Ltd., Intercity and Teamsters (Ind.)	Sept.	495
Hamilton Street Railway Co. and Canada Coach Lines Ltd., Hamilton and Transit Union (AFL-CIO/CLC) (hourly-rated and salaried empls.)	June	329
Hendrie and Co. Ltd., province-wide and Railway, Transport and General Workers (CLC)	May	262
I.C.L. International Carriers Ltd., London, Oshawa, St. Catharines and Windsor and Teamsters (Ind.) (drivers, dockmen, checkers and maintenance empls.)	Mar.	126
Kingsway Transport Ltd. and Kingsway Dalewood Ltd. Toronto and other centres and Teamsters (Ind.)	Mar.	127
Kitchener City Corp., Transit Div. Dept. of Transportation Services and Railway, Transport and General Workers (CLC)	June	330
Maislin Industries Ltd. (Ont. Freight and Maintenance Agreements), province-wide and Teamsters (Ind.)	Apr.	204
Mississauga City Corp., Transit Dept. and Transit Union (AFL-CIO/CLC)	June	330
Motor Transport Industrial Relations Bureau of Ontario Inc. (Eastern Canada Car Carrier Div.), Ontario and Quebec and Teamsters (Ind.) (drivers, mechanics, yardmen and loaders)	Mar.	129
Motor Transport Industrial Relations Bureau of Ontario Inc., Tank Truck Div., Ontario and Quebec and Teamsters (Ind.) (drivers and maintenance empls.)	May	263
Municipal Tank Lines Ltd., province-wide and Teamsters (Ind.) (drivers and maintenance empls.)	June	328
Ottawa-Carleton Regional Transit Commission and Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance empls.)	June	331
Overland Express (Ontario Freight Agt.), province-wide and Teamsters (Ind.)	Mar.	131

St. Lawrence Seaway Authority, Ontario and Quebec and Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	Oct.	548
Toronto Area Transit Operating Authority (GO Transit) and Transit Union (AFL-CIO/CLC)	Apr.	206
Toronto Transit Commission and Grey Coach Lines and Transit Union (AFL-CIO/CLC) (drivers, operators, clerks and maintenance empls.)	Aug.	462

#### COMMUNICATION

Bell Canada, Ontario and Quebec and Cdn. Telephone Employees' Assn. (Ind.) (clerical and associated empls.)	Dec.	610
Canadian Broadcasting Corp., system-wide and Newspaper Guild (AFL-CIO/CLC)	Nov.	584
Canada Post Corp. and Postal Officials (Ind.) (postal supervisors)	Mar.	161
Canada Post Corp. and Public Service Alliance (CLC) (administrative services and programme administration groups)	Mar.	132
Canada Post Corp. and Public Service Alliance (PSAC) (CLC) (administrative services and programme administration groups)	July	420
Canadian Broadcasting Corp., system-wide and Broadcast Employees (CLC)	May	264
Canadian Broadcasting Corp., system-wide and CUPE (CLC) (office and professional unit)	May	265
Canadian Broadcasting Corp., system-wide and CUPE (CLC) (production unit)	May	265
Northern Telephone Ltd., province-wide and Communication Workers (CLC)	July	396

#### ELECTRIC POWER, GAS AND WATER UTILITIES

The Consumers' Gas Co., Toronto and other central and southeastern Ontario centres and Energy and Chemical Workers (CLC) (office, clerical and laboratory empls.)	Apr.	206
Hamilton City Hydro-Electric Commission and Electrical Workers (IBEW) (AFL-CIO/CFL)	June	331
London City Public Utilities Commission and CUPE (CLC)	Mar.	133
North York City Hydro Electric Commission and CUPE (CLC)	May	266
Ontario Hydro, province-wide and CUPE (CLC)	Mar.	133
Scarborough City Public Utilities Comm. (Hydro Div., Water Works Div. and Garage Div.) and Utility Workers of Canada (Ind.)	July	396
Toronto Electric Commissioners and Toronto Hydro - Electric System and CUPE (CLC) (hourly-rated, clerical and technical empls.)	Feb.	72
Windsor Utilities Commission and Electrical Workers (IBEW) (AFL-CIO/CFL)	Apr.	206

#### WHOLESALE TRADE

National Grocers Co. Ltd., Central Information Services and Offices, Warehouse, Transport Div. and Cash and Carry Operations, various locations in Ontario and Hull, Que. and Teamsters (Ind.)	Mar.	134
Ontario Produce Co., Oshawa Foods Div. of the Oshawa Group Ltd., Malton and Toronto and Teamsters (Ind.)	May	267
Samuel, Son and Co. Ltd., Mississauga and United Steelworkers (AFL-CIO/CLC)	Aug.	449

## RETAIL TRADE

Boots Drug Stores (Canada) Ltd., province-wide except the Regional Municipality of Ottawa-Carleton and Food and Commercial Workers (AFL-CIO/CLC)	Oct.	549
Consumers Distributing Co. Ltd., Mississauga and other southern Ontario centres and Teamsters (Ind.)	Apr.	208
Gordons Markets (Div. of Zehrmart Ltd.), southwestern Ontario and Food and Commercial Workers (AFL-CIO/CLC)	Sept.	519
Hiway Market Ltd., Kitchener and Waterloo and Food and Commercial Workers (AFL-CIO/CLC)	Jan.	18
Liquor Control Board of Ontario and Liquor Licence Board of Ontario and Ont. Liquor Board Employees (NUPGE) (CLC)	July	397
Loblaws Ltd., province-wide and Food and Commercial Workers (AFL-CIO/CLC) (warehouse, advertising and office empls.)	Sept.	496
Steinberg Inc., Ottawa and other centres in Ontario, Hull and Pointe-Gatineau, Que. and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	228
Steinberg Inc. (Miracle Food Mart Div.), province-wide and Teamsters (Ind.)	Jan.	19
Valdi Inc. (Valdi Discount Foods), province-wide and Food and Commercial Workers (AFL-CIO/CLC) (part-time empls.)	Apr.	207
F.W. Woolworth Co. Ltd., Toronto and Retail, Wholesale Employees (AFL-CIO/CLC)	Sept.	497
Zehrs Markets (Div. of Zehrmart Ltd.), various locations and Food and Commercial Workers (AFL-CIO/CLC)	May	267

## FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corp. and Metropolitan Toronto Housing Authority, Toronto and CUPE (CLC) (maintenance empls.)	Mar.	135
Ontario Housing Corp. and other Housing Authorities, province-wide (except Metro Toronto) and CUPE (CLC) (office and maintenance empls.)	Mar.	136

## EDUCATION AND RELATED SERVICES

Brant County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	499
Brant County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Apr.	209
Bruce County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	332
Bruce County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	587
Carleton Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	72
Carleton Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	333
Carleton Roman Catholic Separate School Board and Assn. des Enseignants Franco-Ontariens (Ind.)	June	333
Carleton Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	June	334
Carleton University, Ottawa and Academic Staff Assn. (Ind.) (professors, librarians and instructors)	May	276
Carleton University, Ottawa and CUPE (clerical, technical and administrative empls.)	June	357

Carleton University, Ottawa and CUPE (CLC) (graduate and undergraduate student part-time teachers)	Sept.	506
The Cities of Toronto, North York, York, Etobicoke and Scarborough and the Borough of East York Boards of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	499
Dufferin County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Jan.	20
Dufferin-Peel Roman Catholic Separate School Board and CUPE (CLC) (maintenance, services and plant operations empls.)	Nov.	585
Dufferin-Peel Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	334
Durham Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Aug.	450
Durham Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	335
Durham Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Aug.	450
Durham Region Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Aug.	451
East York, Etobicoke and York Borough Boards of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	20
Elgin County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	417
Elgin County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	July	421
Essex County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	May	269
Essex County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Aug.	460
Essex County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	270
Essex County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Aug.	461
Essex County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	July	422
Etobicoke Borough Board of Education and CUPE (CLC)	Mar.	136
Frontenac County Board of Education and CUPE (CLC)	Mar.	137
Frontenac County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	418
Frontenac County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	July	418
Frontenac-Lennox and Addington County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	July	422
Grey County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	336
Grey County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Mar.	137
Grey County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Aug.	467
Haldimand Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	336
Halton Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	July	397
Halton Board of Education and Employees' Assn. (Ind.)	Sept.	500

Halton Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	209
Halton Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Feb.	73
Halton Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Aug.	463
Hamilton City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	337
Hamilton City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	338
Hastings County Board of Education and CUPE (CLC) (custodial and maintenance empls., bus and truck drivers)	Apr.	210
Hastings County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Jan.	21
Hastings County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	560
Hastings County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	22
Hastings County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	561
Hastings-Prince Edward County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	June	367
Huron County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	398
Huron County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	July	399
Kent County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	338
Kent County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	22
Kent County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	501
Kent County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	367
Lakehead Board of Education and CUPE (CLC)	May	270
Lakehead Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	423
Lakehead Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Aug.	464
Lakehead District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	339
Lakehead University Board of Governors, Thunder Bay and Faculty Assn. (Ind.)	July	407
Lambton County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	May	271
Lambton County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	May	271
Lambton County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	368
Lanark County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	501
Lanark County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	339
Leeds and Grenville County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	340

Leeds and Grenville County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	340
Lennox and Addington County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Jan.	22
Lennox and Addington County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	559
Lincoln County Board of Education and CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	Mar.	138
Lincoln County Board of Education and CUPE (CLC) (office, clerical and technical empls.)	Mar.	139
Lincoln County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	341
Lincoln County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Aug.	451
Lincoln County Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	342
London and Middlesex County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	342
London City Board of Education and CUPE (CLC)	May	272
London City Board of Education and CUPE (CLC) (full-time and part-time teaching assistants and office and clerical empls.)	July	423
London City Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	368
McMaster University, Hamilton and Cdn. Educational Workers (Ind.)	Oct.	562
McMaster University, Hamilton and Service Employees Intl. (AFL-CIO/CLC)	Jan.	28
Metropolitan Separate School Board, Toronto and CUPE (CLC) (office, clerical and technical empls.)	May	272
Metropolitan Separate School Board, Toronto and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	342
Metropolitan Toronto Library Board and CUPE (CLC) (full-time and part-time office and clerical empls.)	Mar.	142
Metropolitan Toronto Separate School Board and CUPE (CLC) (maintenance, services and plant operations empls.)	July	400
Metropolitan Toronto, the Cities of Scarborough, Etobicoke, York, North York and Toronto and the Borough of East York, Boards of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Aug.	464
Middlesex County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	502
Middlesex County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	502
Muskoka Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	74
Niagara South Board of Education and CUPE (CLC) (maintenance, services and plant operations empls.)	Mar.	139
Niagara South Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	550
Niagara South Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	344
Niagara South Board of Education and Secretarial and Clerical Assn. (Ind.)	Mar.	140

Nipissing Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	344
Nipissing Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	345
Nipissing District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	345
Norfolk County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	74
Norfolk County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	369
Norfolk County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	346
North Shore District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	347
North York City Board of Education and CUPE (CLC) (caretakers and matrons)	Jan.	23
North York City Board of Education and CUPE (CLC) (office, clerical and technical empls. and teacher aides)	Jan.	24
North York City Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	140
North York Public Library Board and CUPE (CLC)	Apr.	213
Northumberland and Newcastle Board of Education and CUPE (CLC)	Feb.	76
Northumberland and Newcastle Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Aug.	466
Northumberland and Newcastle Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	503
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide and Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (academic staff, counsellors and librarians)	Feb.	77
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide and OPSEU (NUPGE) (CLC) (support staff empls.)	Jan.	27
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide and OPSEU (NUPGE) (CLC) (support staff empls.)	June	356
Ottawa Board of Education and CUPE (CLC) (office, clerical and technical empls.)	Apr.	210
Ottawa Board of Education and Employees Union (Ind.) (maintenance, service and stationary engineers)	Apr.	211
Ottawa Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	370
Ottawa Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	370
Ottawa Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	503
Oxford County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	371
Oxford County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	May	273
Oxford County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	503
Peel Board of Education and CUPE (CLC) (maintenance and service empls.)	June	347

Peel Board of Education and CUPE (CLC) (part-time custodial and maintenance empls.)	Mar.	164
Peel Board of Education and CUPE (CLC) (office and clerical empls.)	June	348
Peel Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	371
Peel Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	372
Perth County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	348
Perth County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	558
Peterborough County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	373
Peterborough County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	373
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	Aug.	461
Prescott-Russell Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	24
Prescott-Russell County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	25
Provincial Schools Authority, province-wide and Fed. of Provincial Schools Authority Teachers (Ind.)	June	374
Queen's University, Kingston and CLC Directly Chartered	June	358
Renfrew Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	349
Renfrew County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	274
Renfrew County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	349
Ryerson Polytechnical Institute Board of Governors, Toronto and Cdn. Educational Workers (Ind.) (part-time and sessional instructors)	June	366
Ryerson Polytechnical Institute Board of Governors, Toronto and Faculty Assn. (Ind.)	June	357
Sault Ste. Marie Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	350
Sault Ste. Marie Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	351
Sault Ste. Marie District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	352
Scarborough Borough Board of Education and and Ont. Secondary School Teachers' Fed. (Ind.)	May	274
Scarborough Public Library Board and CUPE (CLC)	Mar.	142
Simcoe County Board of Education and CUPE (CLC) (maintenance services and plant operations empls.)	Jan.	26
Simcoe County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	July	400
Simcoe County Board of Education and Ont. Public Service Employees (NUPGE) (CLC)	June	352
Simcoe County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	July	401
Simcoe County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	353

Stormont, Dundas and Glengarry County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	402
Stormont, Dundas and Glengarry County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	July	402
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	550
Sudbury Board of Education and CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	July	403
Sudbury Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Mar.	141
Sudbury Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	July	403
Sudbury District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Aug.	462
Timmins Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	76
Timmins Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Aug.	466
Timmins District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	353
Toronto City Board of Education and CUPE (CLC) (chief caretakers, chief engineers and stationary engineers)	Mar.	165
Toronto City Board of Education and CUPE (CLC) (elementary school office and clerical empls.)	Mar.	142
Toronto City Board of Education and CUPE (CLC) (office and clerical empls. and librarians)	Mar.	166
Toronto City Board of Education and Educational Assistants' Assn. (Ind.)	Mar.	166
Toronto City Board of Education and Toronto-Central Ont. Building and Construction Trades Council (AFL-CIO)	Mar.	161
Toronto City Board of Education (Plant Operations Dept. and Maintenance and Construction Depts.) and CUPE (CLC) (caretakers and maintenance empls.)	Mar.	166
Toronto Public Library Board and CUPE (CLC) (full-time and part-time librarians and clerical empls.)	Mar.	143
University of Guelph and CUPE (CLC) (trades, services and maintenance empls.)	Apr.	212
University of Guelph and Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	Apr.	229
University of Ottawa and University Professors (Ind.)	May	277
University of Toronto and Cdn. Educational Workers (Ind.)	June	358
University of Toronto and Faculty Assn. (Ind.)	July	407
University of Toronto and Service Employees Intl. (AFL-CIO/CLC)	July	408
University of Toronto (Libraries) and CUPE (CLC) (non-professional full-time empls.)	Oct.	551
University of Toronto (Libraries) and CUPE (CLC) (non-professional, part-time and seasonal/temporary empls.)	Nov.	585
University of Waterloo and CUPE (CLC) (plant operations and food services empls.)	June	359
University of Western Ontario, Food Services Dept., London and CUPE (CLC)	May	278
University of Western Ontario, Physical Plant Dept., London and CUPE (CLC)	May	278
University of Windsor and Faculty Assn. (Ind.)	July	409

University of Windsor and Service Employees Intl. (AFL-CIO/CLC)	May	279
Victoria County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	404
Waterloo County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	405
Waterloo County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	July	406
Waterloo County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Aug.	460
Welland County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	275
Wellington County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	504
Wellington County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	504
Wellington County Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	354
Wentworth County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	505
Wentworth County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	July	406
Wilfrid Laurier University, Waterloo and Faculty Assn. (Ind.)	June	359
Windsor City Board of Education and CUPE (CLC)	Jan.	26
Windsor City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	420
Windsor City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	July	419
Windsor Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	355
Windsor Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	521
York Borough Board of Education and CUPE (CLC)	Jan.	27
York Region Board of Education and CUPE (CLC) (office, clerical and technical empls.)	Apr.	211
York Region Board of Education and CUPE (CLC) (service and maintenance empls.)	Apr.	212
York Region Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	355
York Region Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	356
York Region Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Aug.	452
York University, Toronto and Cdn. Educational Workers (Ind.) (part-time faculty, Unit 1 Graduate Students and Unit 2 Non-Graduate Students)	July	409
York University, Toronto and CUPE (CLC) (maintenance, services and plant operations empls.)	May	279
York University, Toronto and Faculty Assn. (Ind.) (professors, lecturers and librarians)	May	280
York University, Toronto and York University Staff Assn. (CCU) (office, clerical, laboratory and technical empls.)	Aug.	452

# HEALTH AND WELFARE SERVICES

Ajax and Pickering General Hospital and CUPE (CLC) (service, office and clerical empls.)	Sept.	506
Baycrest Hospital and Jewish Home for the Aged, Mount Sinai Hospital, Sunnybrook Hospital, Toronto East General and Orthopaedic Hospital Inc. and Wellesley Hospital, Toronto and Service Employees Intl. (AFL-CIO/CLC) (office and clerical empls.)	Oct.	551
Bestview Holdings and Bestview Services, various Ontario cities and Christian Labour Assn. (Ind.)	Apr.	214
Joseph Brant Memorial Hospital, Burlington and CUPE (CLC) (service, office and clerical and paramedical empls.)	Sept.	506
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto and Employees' Assn. (Ind.)	Mar.	145
Chedoke-McMaster Hospitals, Hamilton and CUPE (CLC) (service and paramedical empls.)	Oct.	552
Central Park Lodges of Canada (Retirement Homes), Hamilton, London, Ottawa and Toronto and Service Employees Intl. (AFL-CIO/CLC)	Aug.	467
Chatham Public General Hospital and Service Employees Intl. (AFL-CIO/CLC)	Sept.	507
Cochrane Nursing Home Ltd., Kirkland Lake and Cochrane and Van Daele Manor (a Div. of Sault Ste. Marie Nursing Homes Ltd.), Sault Ste. Marie and Service Employees Intl. (AFL-CIO/CLC)	Sept.	522
Durham Regional Municipality (Homes for the Aged) and CUPE (CLC)	Feb.	88
Etobicoke General Hospital and Ont. Nurses' Assn. (Ind.) (full-time and part-time registered nurses)	Apr.	213
Extendicare Ltd. and 7 other companies representing a total of 33 nursing homes in Ontario and Service Employees Intl. (AFL-CIO/CLC)	Apr.	215
Guelph General Hospital and CUPE (CLC) (service empls.)	Sept.	507
Halton Regional Municipality, Halton Centennial Manor, Milton and Cdn. Operating Engineers (CCU)	July	410
Hamilton Civic Hospitals and CUPE (CLC) (service, office and clerical and paramedical empls.)	Sept.	508
Hamilton-Wentworth Regional Municipality (Macassa Lodge) and CUPE (CLC)	Apr.	215
Hotel Dieu Hospital, St. Catharines and CUPE (CLC) (service, office and clerical empls.)	Sept.	508
Humber Memorial Hospital Assn., Toronto and CUPE (CLC) (service, office and clerical empls.)	Sept.	508
Kingston General Hospital and CUPE (CLC) (service, office and clerical empls.)	Oct.	552
Laurentian Hospital, Sudbury and CUPE (CLC)	Sept.	509
Metropolitan Toronto Assn. for the Mentally Retarded and CUPE (CLC)	May	282
Metropolitan Toronto Catholic Children's Aid Society and CUPE (CLC)	May	224
Metropolitan Toronto Children's Aid Society and CUPE (CLC)	Apr.	225
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland and CUPE (CLC)	Mar.	145
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland and CUPE (CLC)	Oct.	555
The John Noble Home, Brantford and Service Employees Intl. (AFL-CIO/CLC) (part-time and full-time empls.)	Jan.	29
North York General Hospital and CUPE (CLC) (service empls.)	Nov.	586
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres and Professional Assn. of Internes and Residents of Ont. (Ind.)	May	280
Oshawa General Hospital and CUPE (CLC) (service, office and clerical and paramedical empls.)	Sept.	509

Ottawa-Carleton Children's Aid Society and OPSEU (NUPGE) (CLC) (part-time and full-time empls.)	Jan.	29
Ottawa Civic Hospital and CUPE (CLC) (medical technologists and technicians)	Mar.	143
Ottawa Civic Hospital and 71 other Ontario hospitals and CUPE (CLC) (service, paramedic and office empls.)	Feb.	77
Ottawa Civic Hospital and CUPE (CLC) (service, office and clerical and paramedical empls.)	Sept.	510
Ottawa General Hospital and CUPE (CLC) (service empls.)	Sept.	510
Owen Sound General and Marine Hospital and CUPE (CLC) (service, office and clerical and paramedical empls.)	Sept.	511
Parkwood Hospital Veterans' Care Centre and Western Counties Wing and McCormick Home for the Aged, London and Service Employees Intl. (AFL-CIO/CLC) (full-time empls.)	Mar.	167
Pembroke General Hospital and CUPE (CLC) (service, office and clerical and paramedical empls.)	Sept.	511
Peterborough Civic Hospital and CUPE (CLC) (service empls.)	Oct.	553
Providence Villa and Providence Hospital, Scarborough and CUPE (CLC) (service, office and clerical empls.)	Sept.	515
Queen Elizabeth Hospital, Toronto and CUPE (CLC) (service empls.)	Sept.	511
Renfrew County Corp. (Bonnechere Manor) and CUPE (CLC)	June	361
Riverdale Hospital, Toronto and CUPE (CLC) (service, office and clerical empls.)	Oct.	553
Riverside Hospital, Ottawa and Cdn. Operating Engineers (CCU)	May	281
Riverdale Hospital, Toronto and CUPE (CLC) (nurses and paramedical unit)	Feb.	78
Riverdale Hospital, Toronto and CUPE (CLC) (nurses and paramedical empls.)	Sept.	520
Ross Memorial Hospital, Lindsay and CUPE (CLC)	Jan.	28
Royal Ottawa Hospital and CUPE (CLC) (service, office and clerical empls.)	Oct.	553
St. Joseph's Health Centre, Toronto and CUPE (CLC)	Sept.	512
St. Joseph's Hospital, Guelph and CUPE (CLC) (service and paramedical empls.)	Sept.	512
St. Joseph's Hospital, Hamilton and CUPE (CLC) (service, office, clerical and paramedical empls.)	Sept.	513
St. Joseph's Hospital, London and Service Employees Intl. (AFL-CIO/CLC)	Feb.	79
St. Joseph's Religious Hospitaliers of Hotel Dieu of Kingston and OPSEU (NUPGE) (CLC) (full-time and part-time empls.)	Aug.	453
St. Mary's of the Lake Hospital, Kingston and Employees' Assn. (Ind.)	Jan.	29
St. Peter's Hospital, Hamilton and CUPE (CLC) (service, office and clerical empls.)	Sept.	513
St. Thomas-Elgin General Hospital and Service Employees Intl. (AFL-CIO/CLC)	Feb.	79
St. Vincent Hospital, Ottawa and Intl. Operating Engineers (AFL-CIO/CFL)	May	281
Salvation Army Grace Hospital, Ottawa and CUPE (CLC)	Sept.	513
Scarborough Centenary Hospital and CUPE (CLC) (service, office and clerical and paramedical empls.)	Sept.	514
Scarborough General Hospital and CUPE (CLC) (service and paramedical empls.)	Oct.	554
Scarborough General Hospital and Ont. Public Service Employees (NUPGE) (CLC)	June	360
Sudbury General Hospital and CUPE (CLC) (service empls.)	Sept.	514
Sunnybrook Hospital and 47 other Ontario hospitals and Service Employees Intl. (AFL-CIO/CLC)	June	360

Thunder Bay City Corp. (Grandview Lodge, Cumberland Hall and Dawson Court, Homes for the Aged) and Service Employees Intl. (AFL-CIO/CLC)	June	361
Toronto General Hospital and 139 other hospitals in Ontario and Ont. Nurses' Assn. (Ind.)	Feb.	80
Toronto General Hospital and CUPE (CLC) (service empls.)	Sept.	515
Toronto Western Hospital and CUPE (CLC) (service empls.)	Oct.	554
Tri-Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Cochrane Nursing Home Ltd., Hearst and Timmins Nursing Home Ltd. and and CUPE (CLC)	Jan.	30
Twenty-five Ontario hospitals and Cdn. Operating Engineers (CCU)	Mar.	144
University Hospital, London and Service Employees Intl. (AFL-CIO/CLC)	Mar.	144
Victoria Hospital Corp., London and Office and Professional Employees (AFL-CIO/CLC)	Mar.	145
Victoria Hospital Corp., London and Ont. Public Service Employees (NUPGE) (CLC) (full-time technical empls. and medical laboratory technologists and technicians)	May	282
Victoria Hospital Corp., London and Service Employees Intl. (AFL-CIO/CLC) (full-time empls.)	Feb.	80
Victoria Hospital Corp., London and Service Employees Intl. (AFL-CIO/CLC) (part-time empls.)	Feb.	81
Windsor Western Hospital Centre Inc. (I.O.D.E. and Riverview Units), St. Joseph Religious Hospitaliers of Hotel Dieu, the Salvation Army Grace Hospital and the Metropolitan General Hospital, Windsor and Service Employees Intl. (AFL-CIO/CLC)	Apr.	214

#### AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club (Mutuel Dept., Standardbred Race Operations), province-wide and Service Employees Intl. (AFL-CIO/CLC)	May	283
Ontario Jockey Club (Mutuel Dept., Thoroughbred Race Operation), province-wide and Service Employees Intl. (AFL-CIO/CLC)	Apr.	216
Ontario Jockey Club, Woodbine and Greenwood Race Tracks, Toronto, Mohawk Race Track, Campbellville and Fort Erie Race Track and Hotel Employees (AFL-CIO/CLC) (kitchen, cafeteria, restaurant and food stand empls.)	Aug.	453
Professional Assn. of Canadian Theatres, Canada-wide and Actor's Equity Assn. (CLC)	July	424

#### SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River and Atomic Energy Allied Council	May	289
Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC)	July	411

#### PERSONAL SERVICES

Canadian National Institute for the Blind (Ontario Div.), province-wide and Service Employees Intl. (AFL-CIO/CLC)	Feb.	81
Chateau Laurier Hotel, Ottawa and Railway, Transport and General Workers (CLC)	July	411

Commonwealth Holiday Inns of Canada Ltd. (Holiday Inn of Ottawa-Centre, Delta Hotels Ltd., operating Inn of the Provinces, Four Seasons Hotels Ltd. (Mirador Motor Inn), Talisman Motor Inn, Lord Elgin Hotel and York Hanover Hotels Ltd. (The Skyline Ottawa), Ottawa and Hotel Employees (AFL-CIO/CLC)	Mar.	146
The Hotel Assn. of Metropolitan Toronto and Hotel Employees (AFL-CIO/CLC)	Sept.	515
Maple Leaf Village Investments Inc., Niagara Falls and Hotel Employees (AFL-CIO/CLC)	May	284
The Textile Rental Institute of Ontario (Industrial and Commercial Div.), Toronto, Stoney Creek and Mississauga and Textile Processors (Ind.)	Feb.	81

#### MISCELLANEOUS SERVICES

Modern Building Cleaning, a Div. of Dustbane Enterprises Ltd., Toronto Dominion Centre and CUPE (CLC)	June	362
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#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) and Air Traffic Controllers (Ind.)	Jan.	31
Government of Canada (Treasury Board) and Electrical Workers (IBEW) (AFL-CIO/CFL) (electronics group)	May	285
Government of Canada (Treasury Board) and Professional Assn. of Foreign Service Officers (Ind.)	Apr.	217
Government of Canada (Treasury Board) and Professional Institute (PIPS) (Ind.) (biological science group)	July	412
Government of Canada (Treasury Board) and (PIPS) (Ind.) (computer systems administration group)	Mar.	147
Government of Canada (Treasury Board) and PIPS (Ind.) (defence scientific service group)	July	412
Government of Canada (Treasury Board) and PIPS (Ind.) (engineering and land survey group)	Mar.	147
Government of Canada (Treasury Board) and PIPS (Ind.) (meteorology group)	June	362
Government of Canada (Treasury Board) and PIPS (Ind.) (nursing group)	Jan.	32
Government of Canada (Treasury Board) and PIPS (Ind.) (physical sciences group)	Apr.	217
Government of Canada (Treasury Board) and PIPS (Ind.) (scientific research group)	June	363
Government of Canada (Treasury Board) and Public Service Alliance (PSAC) (CLC) (administrative service group)	Apr.	231
Government of Canada (Treasury Board) and PSAC (CLC) (data processing group)	Feb.	82
Government of Canada (Treasury Board) and PSAC (CLC) (financial administration group)	June	363
Government of Canada (Treasury Board) and PSAC (CLC) (general services group, supervisory and non-supervisory empls.)	Jan.	32
National Defence Communications Security Establishment, Ottawa and PSAC (CLC) (administrative services, communications officers and computer systems administration groups of the Administrative and Foreign Services Category)	Apr.	218
National Research Council of Canada and PIPS (Ind.) (research officers and research council officers)	May	285

National Research Council of Canada and Research Council Employees' Assn. (Ind.) (clerical and regulatory group)	Oct.	557
National Research Council of Canada and Research Council Employees' Assn. (Ind.) (operational category, supervisory and non-supervisory empls.)	May	286
National Research Council of Canada, Canada-wide and Research Council Employees' Assn. (Ind.) (technical category empls.)	July	413

#### PROVINCIAL ADMINISTRATION

Ontario Government and Ont. Provincial Police Assn., Inc. (Ind.) (police officers and cadets)	Mar.	148
Ontario Government and Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (administrative services category)	Mar.	150
Ontario Government and OPSEU (NUPGE) (CLC) (classified civil servants)	Mar.	148
Ontario Government and OPSEU (NUPGE) (CLC) (clerical services category)	Mar.	150
Ontario Government and OPSEU (NUPGE) (CLC) (correctional services category)	Mar.	151
Ontario Government and OPSEU (NUPGE) (CLC) (general operation services category)	Mar.	151
Ontario Government and OPSEU (NUPGE) (CLC) (institutional care services category)	Mar.	152
Ontario Government and OPSEU (NUPGE) (CLC) (maintenance services category)	Mar.	153
Ontario Government and OPSEU (NUPGE) (CLC) (office services category)	Mar.	153
Ontario Government and OPSEU (NUPGE) (CLC) (scientific and professional services category)	Mar.	154
Ontario Government and OPSEU (NUPGE) (CLC) (technical services category)	Mar.	155
Workers' Compensation Board, province-wide and CUPE (CLC)	Sept.	516

#### LOCAL ADMINISTRATION

Brampton City Corp. and CUPE (CLC)	July	414
Durham Regional Board of Commissioners of Police and Police Assn. (Ind.)	Mar.	155
Durham Regional Municipality and CUPE (CLC) (inside empls.)	June	364
Durham Regional Municipality (Works Dept.) and CUPE (CLC)	Feb.	89
East York Borough Corp. and CUPE (CLC) (inside and outside empls.)	June	365
Etobicoke Borough Corp. and CUPE (CLC) (outside empls.)	Mar.	156
Etobicoke Borough Corp. and Fire Fighters (AFL-CIO/CLC)	Mar.	156
Halton Regional Board of Commissioners of Police and Police Assn. (Ind.)	Feb.	82
Hamilton City Corp. and CUPE (CLC) (inside empls.)	Apr.	218
Hamilton City Corp. and CUPE (CLC) (outside empls.)	Apr.	219
Hamilton City Corp. and Fire Fighters (AFL-CIO/CLC)	Feb.	83
Hamilton-Wentworth Regional Board of Commissioners of Police and Police Assn. (Ind.)	May	290
Hamilton-Wentworth Regional Municipality and CUPE (CLC) (inside empls.)	Apr.	219
Hamilton-Wentworth Regional Municipality and CUPE (CLC) (outside empls.)	Apr.	220
Kingston City Corp. (including Rideaucrest Home for the Aged) and CUPE (CLC) (inside and outside empls.)	Mar.	156

Kitchener City Corp. (Works, Parks and Recreation) and CUPE (CLC)	Mar.	157
London City Board of Commissioners of Police and Police Assn. (Ind.)	Apr.	220
London City Corp. and CUPE (CLC) (inside empls.)	Mar.	157
London City Corp. and CUPE (CLC) (outside empls.)	Mar.	158
London City Corp. and Fire Fighters (AFL-CIO/CLC)	Mar.	158
Metropolitan Toronto Board of Commissioners of Police and Police Assn. (Ind.) (police officers)	Jan.	33
Metropolitan Toronto Board of Commissioners of Police and Police Assn. (Ind.) (Unit A - clerical empls.; Unit B - garage empls., Unit C - parking control officers, cadets and matrons)	Jan.	33
Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission and CUPE (CLC) (inside and outside empls.)	Feb.	167
Mississauga City Corp. and Fire Fighters (AFL-CIO/CLC)	Jan.	34
Niagara Falls City Corp. and CUPE (CLC)	Jan.	35
Niagara Regional Municipality and CUPE (CLC)	Jan.	35
Niagara Regional Board of Commissioners of Police and Police Assn. (Ind.) (police officers)	July	414
North Bay City Corp. and CUPE (CLC) (inside and outside empls.)	Mar.	159
North York City Corp. and CUPE (CLC) (outside, clerical, technical, health and dental empls.)	Feb.	83
North York City Corp. and Fire Fighters (AFL-CIO/CLC)	Feb.	84
Oshawa City Corp. and CUPE (CLC)	Mar.	168
Oshawa City Corp., Public Works Dept. (Maintenance and Traffic Engineering Divs.) and Community Services Dept. (Parks and Property and the Civic Auditorium and Arenas Divs.) and CUPE (CLC)	Apr.	221
Peel Regional Board of Commissioners of Police and Police Assn. (Ind.)	Feb.	84
Scarborough Borough Corp. and CUPE (CLC) (office, clerical and technical empls.)	Feb.	85
Scarborough Borough Corp. and CUPE (CLC) (outside empls.)	Feb.	85
Scarborough Borough Corp. and Fire Fighters (AFL-CIO/CLC)	Feb.	86
Sudbury Regional Board of Commissioners of Police and Police Assn. (Ind.)	Mar.	160
Thunder Bay City Board of Commissioners of Police and Police Assn. (Ind.)	July	414
Thunder Bay City Corp. and CUPE (CLC) (outside empls.)	Feb.	89
Toronto City Corp. and Fire Fighters (AFL-CIO/CLC)	Mar.	169
Waterloo Regional Board of Commissioners of Police and Police Assn. (Ind.)	Apr.	221
Windsor City Board of Commissioners of Police and Police Assn. (Ind.) (Unit A)	Feb.	86
Windsor City Corp. and CUPE (CLC)	Apr.	223
Windsor City Corp. and Fire Fighters (AFL-CIO/CLC)	Mar.	169
Windsor City Corp., Dept. of Public Works and Dept. of Parks and Recreation and CUPE (CLC) (outside empls.)	Feb.	89
York City Corp., Works Dept. and Parks and Recreation Dept. and CUPE (CLC)	Oct.	555
York Regional Board of Commissioners of Police and Police Assn. (Ind.)	May	286

## CONSTRUCTION

Cement Masons Employer Bargaining Agency for the Ontario General Contractors Assn. Labour Relations Bureau, Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ontario and Concrete Floor Contractors Assn. of Ont. and Plasterers (AFL-CIO/CFL) (cement masons)	Dec.	611
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Greater Windsor Home Builders Assn. and Bricklayers, Intl. Operating Engineers, Painters (AFL-CIO/CFL), Carpenters, Labourers (AFL-CIO) and Teamsters (Ind.)	Oct.	557
Hand Assn. of Sewer, Watermain and Road Contractors and Labourers (AFL-CIO)	Mar.	160
Labourers' Employer Bargaining Agency for the Labour Relations Bureau of the Ont. General Contractors Assn., Ont. Masonry Contractors Assn., Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ont., Concrete Floor Contractors Assn. of Ont. and Labourers (AFL-CIO)	Dec.	611
Metropolitan Toronto Apartment and Vicinity Residential Low-Rise Forming Contractors Assn. and Labourers (AFL-CIO)	May	287
Metropolitan Toronto Apartment Builders Assn. (Apartment Builders) and Labourers (AFL-CIO)	May	287
Metropolitan Toronto Apartment Builders Assn. (House Builders) and Labourers (AFL-CIO)	May	288
Metropolitan Toronto House Wreckers' Assn. and Labourers (AFL-CIO) (wrecking labourers)	Apr.	230
Metropolitan Toronto and Vicinity Residential Low-Rise Forming Contractors Assn. and Labourers (AFL-CIO)	May	287
NDT Management Assn., Canada-wide and Quality Control Council of Canada on behalf of Boilermakers and Plumbers (AFL-CIO/CFL) (technicians, trainees and helpers)	June	365
Ontario Carpentry Contractors Assn. and Carpenters (AFL-CIO) (Residential Sector)	Nov.	589
Ontario Civil Engineering Contractors, province-wide and Labourers (AFL-CIO)	Aug.	454
Ontario Concrete and Drain Contractors Assn. Inc. and Labourers (AFL-CIO)	June	374
Ontario Erectors Assn. Inc. and Structural Iron Workers (AFL-CIO) (steel erectors)	Dec.	612
Ontario Form Work Assn. and Form Work Council of Ont.	May	288
Ontario Hydro, province-wide and CUPE (CLC) (clerical empls. in the Construction Field Forces Generation Projects Div. and the Lines and Stations Construction Dept. of the Transmission Systems Div.)	July	415
Ontario Master Insulators' Assn. Inc. (Construction Agreement) and Asbestos Workers (AFL-CIO/CFL)	Jan.	36
Ontario Master Insulators' Assn. Inc. (Maintenance Agreement) and Asbestos Workers (AFL-CIO/CFL)	Jan.	36
Ontario Mechanical Contractors Assn. and Plumbers (AFL-CIO/CFL)	Aug.	457
Operating Engineers Employer Agency (Crane and Equipment Rental; Steel Erection or Mechanical Installation; Foundation, Piling and Caisson Boring; Excavating; Building and Construction Work and Survey Work), province-wide and Intl. Operating Engineers (AFL-CIO/CFL) (commercial, industrial and institutional construction)	Dec.	612
Pipe Line Contractors Assn. of Canada and Intl. Operating Engineers (AFL-CIO/CFL) (Distribution Systems Agt.)	Oct.	555
Pipe Line Contractors Assn. of Canada and Intl. Operating Engineers (AFL-CIO/CFL) (Mainline Pipeline Agt.)	Oct.	556
Pipe Line Contractors Assn. of Canada and Labourers (AFL-CIO) (Distribution Pipeline Agt.)	Sept.	517
Pipe Line Contractors Assn. of Canada and Labourers (AFL-CIO) (Mainline Pipeline Agt.)	Sept.	517
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement) and Plumbers (AFL-CIO/CFL)	Dec.	614
Pipe Line Contractors Assn. of Canada and Teamsters (Ind.) (Mainline Pipeline Agt.)	Sept.	518

Plasterers Employer Bargaining Agency for the Walls and Ceilings Contractors Assn. and Ont. General Contractors Assn. Labour Relations Bureau and Plasterers (AFL-CIO/CFL)	Dec.	613
Rodmen Employer Bargaining Agency for the Industrial Contractors Assn. of Canada, Ont. General Contractors Assn., Labour Relations Bureau and Reinforcing Steel Institute of Ontario and Ont. Council, Structural Iron Workers (AFL-CIO)	Dec.	613
Toronto and District Carpentry Contractors Assn. and Carpenters (AFL-CIO) (residential construction)	July	425









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